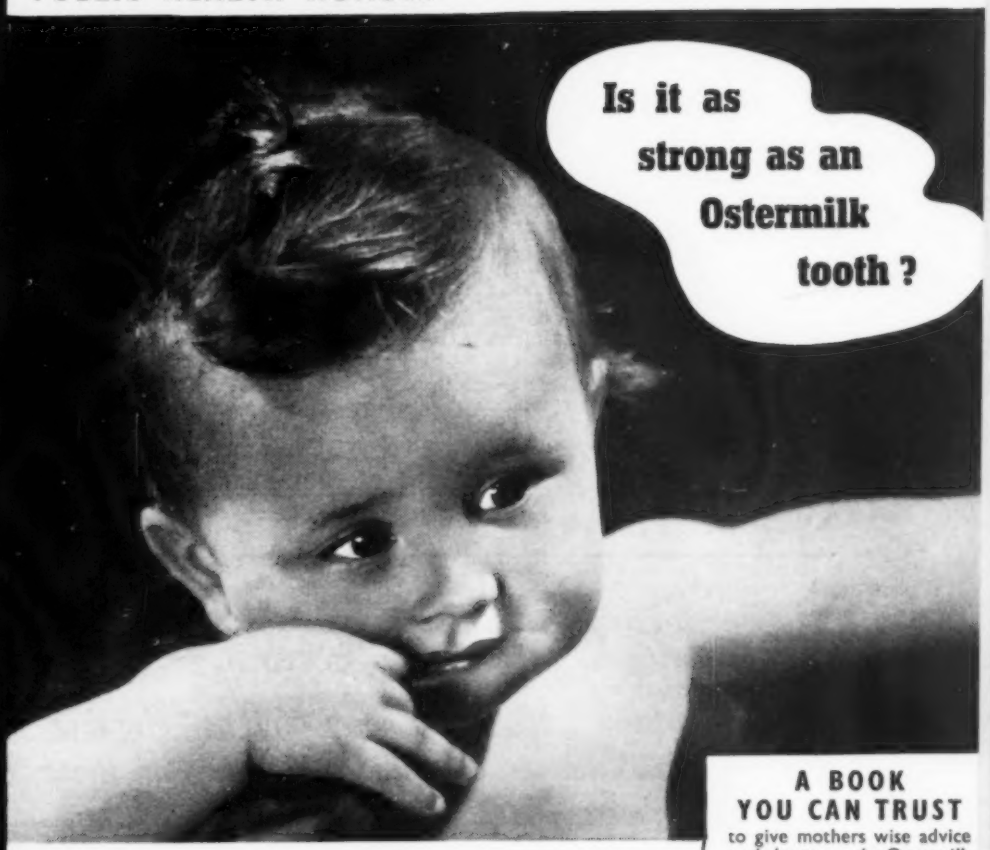
TURDAY

RIL 29, 1939

# Nursing times

PUBLIC HEALTH NUMBER

NTENTS


An Ostermilk tooth certainly *is* something to crow about. Especially when baby finds it himself, without any fuss, without any tears. That's the way good Ostermilk teeth come through. Ostermilk gives baby Nature's own balance of proteins, fat and sugar. Treats a little digestion as gently as mother's own milk would do. Has that *extra* vitamin D that does so much for bones and teeth. This good milk brings baby quiet sleep and happy wakings, steady nerves and natural progress. And that's why nurses who know Ostermilk, say 'There's far too much nonsense talked about teething.'

**A BOOK YOU CAN TRUST**

to give mothers wise advice on baby care—the Ostermilk Baby Book, 176 pages. We shall be pleased to send a free copy to any address with your compliments.

*No. 1—(yell tin) baby's fi food.*
*No. 2—(blue t from three to fo months onwar*

T.P

yet **OSTERMILK** *is only 2/- a tin*

making six pints of milk food

OSTERMILK DEPT., GLAXO LABORATORIES, LTD., GREENFORD, MIDDX.


CE TWOPENCE

L XXXV. NO. 1774

*Journal of the College of Nursing*

# CLASSIFIED ADVERTISEMENT RATES

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| DISPLAYED ADVERTISEMENTS (under any Heading) | per inch | **7s. 6d.** |
| | Minimum charge | **7s. 6d.** |
| NURSES WANTED, NURSING HOMES, TRAINING SCHOOLS, SITUATIONS VACANT, Etc., Etc. ... | 21 words | **3s. 0d.** |
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| HOLIDAY and RESIDENTIAL HOMES ... ... ... | 21 words | **2s. 6d.** |
| Every additional 7, or part of | 7 words | **9d.** |
| NURSES DISENGAGED ... ... ... ... ... | 21 words | **1s. 6d.** |
| Every additional 7, or part of | 7 words | **6d.** |

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BOX NUMBERS: *Replies to advertisements may be addressed to* "The Nursing Times" *Office, the address being charged for as seven words. The fee for receiving and forwarding replies is* **1s.**

Advertisements (accompanied by remittance) must reach The Manager, *The Nursing Times*, Macmillan & Co., Ltd., St. Martin's Street, London, W.C.2, by 12 o'clock on WEDNESDAY for insertion in that week's issue. Urgent Advertisements are received by Telephone up to this time. Remittances should be made by Cheque or Postal Order.

*Telephone*—Whitehall 8831 *Telegrams*—"Publish, Lesquare, London" (*two words*)

The following extract is from the Interim Report of the Inter-departmental Committee on Nursing Services under the Ministry of Health and Board of Education, published by His Majesty's Stationery Office, January 28th, 1939:—

"... it is significant to note that the *Nursing Times*—the journal of the College of Nursing—which in 1934 carried 6,429 classified advertisements inserted to obtain nurses, carried no less than 17,119 in 1937."

# Are you a regular reader?

***Make sure of a copy of the "Nursing Times" each week by filling in one of these forms!***

**ORDER FORM**

*to be handed to newsagent*

Mr.....

Newsagent

.....

Please deliver / reserve a copy of the **"Nursing Times,"** (official Journal of the College of Nursing), published weekly, price 2d., until further notice.

Signed.....

Address.....

.....

**ORDER FORM**

*to be sent to publisher*

Messrs. Macmillan & Co., Ltd.,
St. Martin's Street, London, W.C.2.

Please send me the **"Nursing Times"** for.....

months, for which I enclose.....

Name.....

Address.....

.....

College membership number.....

29/4/39

***Rates of subscription, post free to any part of the world, are: 12 months 13s., 6 months 6s. 6d.***
***Special rate for College Members: 12 months 8s. 8d., 6 months 4s. 4d. 3 months 2s. 2d.***

# Classified Advertisements

All advertisements must reach The Manager, *Nursing Times*, Messrs. Macmillan & Co. Ltd., St. Martin's Street, London, W.C.2, by **1 p.m. Wednesday** to ensure insertion in the issue of the same week

Telephone: WHITEHALL 8831 Telegrams: PUBLISH, LESQUARE, LONDON

## OFFICIAL ANNOUNCEMENTS

*Rate: 7/6 per inch.*

### COLLEGE OF NURSING

EDUCATION DEPARTMENT

**Boots, the Chemists', Scholarship, 1939**

A TRAVELLING Scholarship, value 150 guineas, is offered to enable a Queen's Nurse with administrative experience, who is a member of the College of Nursing, to study Public Health nursing in Canada and the U.S.A.

Application forms and further information may be obtained from THE DIRECTOR IN THE EDUCATION DEPARTMENT, College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1.

Latest date for receiving application forms—June 3rd, 1939. (684)

### THE NURSES' LEAGUE, ROYAL VICTORIA AND WEST HANTS HOSPITAL, SHELLEY ROAD, BOURNEMOUTH

MATRON will be pleased to hear from Nurses wishing to join.

Membership Fee 2s. (902)

## TRAINING AND LECTURE COURSES

*Rate: 7/6 per inch.*

### THE COLLEGE OF NURSING (Incorporated by Royal Charter.)

COURSES OF TRAINING FOR HEALTH VISITORS

(APPROVED BY THE MINISTER OF HEALTH.)

SIX MONTHS' **Courses** begin in September and January.

Eight months combined **Mothercraft and Health Visitor Courses** are available in conjunction with the Mothercraft Training Society, Cromwell House, Highgate, and with the Violet Melchett Mothercraft Home and Day Nursery, Chelsea.

A four months' **District Nursing** training is offered by the Queen's Institute for Nurses, combining this with the Health Visitor's training.

For further particulars apply to the DIRECTOR in the Education Department the College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1. (66)

### GRESHAM COLLEGE

FOUR LECTURES ON PHYSIC will be delivered at the College, Basinghall Street, E.C.2, by V. S. Hodson, Esq., M.V.O., M.D., F.R.C.P., on "THE HUMAN NERVOUS SYSTEM" on Tuesday to Friday, May 2nd to 5th at 6 p.m. Admission free. (875)

### CITY OF LEICESTER

CITY GENERAL HOSPITAL, GWENDOLEN ROAD

(APPROVED TRAINING SCHOOL FOR MALE AND FEMALE NURSES AND PART I C.M.B. (NEW REGULATIONS))

(550 BEDS)

OWING to the rapidly increasing demand for Nurses all over the country, girls with school leaving certificates or of good education should make up their minds to become Nurses immediately on leaving school.

The Leicester "Pre-Nursing Scheme" for girls leaving elementary schools and secondary schools and the Leicester "Bridging the Gap Scheme" for girls leaving secondary schools have been arranged on advantageous terms in Leicester so that Nurses can prepare for a nursing career from the age of 16 to 19, and throughout this pre-nursing period are kept in touch with hospital work.

It will be necessary for students taking these courses to reside in Leicester or within reasonable distance of it.

**Probationers,** aged 18, to start training at once, are also required.

Apply at once, to the MATRON for full particulars.

WILFRID CARR,
Secretary.

Health Department,
Grey Friars,
Leicester.
28th April, 1939. (991)

### NATIONAL HEALTH SOCIETY

HEALTH VISITORS

TRAINING **Course** for **Health Visitors, etc.,** in preparation far Examinations approved by the Ministry of Health.

For particulars apply the SECRETARY, NATIONAL HEALTH SOCIETY, 90, Buckingham Palace Road, S.W.1. (34)

### CITY OF BIRMINGHAM

CITY MATERNITY HOME, 15, WAKE GREEN ROAD, BIRMINGHAM, 13

**Refresher Course for Midwives**

ATTENTION is drawn to the fact that there are a few vacancies available in the months of June and July next for Midwives required to undertake a refresher course. The normal duration of the course is one month.

Applications and enquiries should be made in the first place to the MIDWIVES SUPERVISOR, Public Health Department, Council House, Birmingham, 3. (750)

### KING'S COLLEGE OF HOUSEHOLD AND SOCIAL SCIENCE, (UNIVERSITY OF LONDON), Campden Hill Road, W.8

SUMMER VACATION COURSE IN DIETETICS

AN **Intensive Course in Dietetics,** under the direction of PROFESSOR V. H. MOTTRAM, is being arranged from July 24th to August 4th, 1939.

Fee for whole Course, 6 guineas.
(Lectures only, 4 guineas.)

For particulars apply to the SECRETARY. (111)

## PUBLIC HEALTH VACANCIES

*Rate: 7/6 per inch.*

### METROPOLITAN BOROUGH OF SHOREDITCH

APPOINTMENT OF HEALTH VISITOR

APPLICATIONS are invited for the above appointment.

Candidates must be State-registered Nurses with Certificate of the Central Midwives Board, and must hold the Health Visitor's Certificate of the Royal Sanitary Institute.

The salary will be at the rate of £232 per annum, rising by annual increments of approximately £12—£13 to a maximum of £390 per annum.

The person appointed will be required to devote the whole of her time to the service of the Council. The appointment will be subject to the provisions of the Shoreditch and Other Metropolitan Borough Councils' (Superannuation) Acts, 1922-1937, to the Council's General Conditions of Service and to the successful candidate passing a medical examination to the satisfaction of the Council.

Form of application can be obtained on application to the undersigned, to whom applications, with copies of not more than three recent testimonials, and endorsed "Appointment of Health Visitor," should be returned not later than first post on Friday, the 12th May, 1939.

Canvassing, directly or indirectly, will disqualify.

R. CYRIL RAY,
Town Clerk.

Town Hall,
Old Street, E.C.1.
21st April, 1939. (905)

### CITY OF NORWICH

APPLICATIONS are invited for the post of **Health Visitor and School Nurse.**

Salary £200 per annum, rising to £250 per annum. The duties chiefly will be those in connection with assisting in the School Dental Clinic and at Infant Welfare Centres.

For particulars, send stamped addressed envelope to the MEDICAL OFFICER OF HEALTH, 68, St. Giles Street, Norwich, by whom applications for the post must be received not later than 15th May, 1939. (968)

## BOROUGH OF TWICKENHAM

### APPOINTMENT OF HEALTH VISITOR AND SCHOOL NURSE

APPLICATIONS are invited for the position of **Health Visitor and School Nurse** at a salary of £215 per annum, rising, subject to satisfactory service, by annual increments of £15 to a maximum of £320 per annum. In addition there will be an allowance of £11 per annum for approved uniform.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and to the passing of a medical examination.

Married women are not eligible.

Forms of application and particulars of service are obtainable from the MEDICAL OFFICER OF HEALTH, Public Health Department, Elmfield House, High Street, Teddington, Middlesex, to whom the forms should be returned not later than Thursday, 4th May, 1939.

EDWIN G. STRAY,
Town Clerk.

Municipal Offices,
Twickenham.
17th April, 1939. (886)

## COUNTY BOROUGH OF BURNLEY

### APPOINTMENT OF MUNICIPAL MIDWIFE

APPLICATIONS are invited from general trained State-registered Nurses holding the Certificate of the Central Midwives Board, for the appointment of whole-time **Municipal Midwife.**

Salary: £200 per annum, rising by annual increments of £10 per annum to a maximum of £250 per annum.

Uniform, dressings, laundry, telephone and equipment and travelling expenses will be provided by the Council.

Further particulars and forms of application may be had from the MEDICAL OFFICER OF HEALTH, Public Health Department, St. James' Street, Burnley, to whom all applications, together with three recent testimonials, must be forwarded not later than the 17th May, 1939.

Canvassing, either directly or indirectly, will disqualify.

HARRY PLOWMAN,
Town Clerk.

Town Hall,
Burnley.
24th April, 1939. (938)

## COUNTY BOROUGH OF DUDLEY

### APPOINTMENT OF HEALTH VISITOR AND SCHOOL NURSE

APPLICATIONS are invited for the appointment of a **Health Visitor and School Nurse** under the authority of the County Borough of Dudley.

Applicants must be State-registered nurses with the certificate of the Central Midwives Board, and the new Health Visitors certificate of the Royal Sanitary Institute.

The salary will be at the rate of £200, rising by annual increments of £6 10s. to a maximum of £226 per annum, and the necessary travelling expenses will be paid. The appointment will be terminable by one month's notice on either side and will be subject to the provision of the Local Government and other Officers' Superannuation Act, 1937, and to the candidate passing the necessary medical examination.

Applications, stating age, experience and qualifications, together with copies of not more than three recent testimonials, should be sent to the undersigned not later than the first post on Monday, May 1st, 1939.

GEO. C. V. CANT,
Town Clerk.

Council House,
Dudley.
April 18th, 1939. (754)

## COUNTY BOROUGH OF CROYDON

### PUBLIC HEALTH DEPARTMENT

**Municipal Midwife**

APPLICATIONS are invited for the appointment of **Municipal Midwife.** Applicants should be State-registered Nurses and State-certified Midwives.

The salary will be £200 per annum, rising by annual increments of £10 per annum to a maximum of £250 per annum, subject to satisfactory service, together with travelling expenses, uniform, telephone, drugs and special appliances.

The commencing salary on appointment may, in case of special qualifications, be above the minimum salary. The Midwife appointed will be required to possess, however, on appointment, a properly equipped handbag, to which replacements as they become necessary, will be made by the Council.

Four weeks' holiday with pay will be allowed annually.

Applications will also be considered from State-certified Midwives who are not State-registered Nurses. In this case the salary will be £190 per annum, rising by annual increments of £10 to £230 per annum, with allowances and holidays as above.

The appointment will be terminated by three months' notice on either side, and the person appointed will be a contributory employee under the Local Government Superannuation Act, 1937, and will be required to pass a medical examination.

Forms of application may be obtained from the MEDICAL OFFICER OF HEALTH, Town Hall, Croydon, by sending a stamped addressed foolscap envelope, and should be returned to him accompanied by copies, not originals, of not more than three testimonials of recent date, not later than 11 a.m. on Monday, 8th May, 1939.

E. TABERNER,
Town Clerk.

Town Hall,
Croydon.
24th April, 1939. (999)

## BOROUGH OF BARKING

### PUBLIC HEALTH DEPARTMENT

**Appointment of Municipal Midwife**

MIDWIVES ACT, 1936

APPLICATIONS are invited from persons holding the requisite qualifications for the post of **Municipal Midwife.**

The person appointed will be required to act as District Relief Midwife and to reside at the Upney Maternity Hospital.

The commencing salary will be £175 per annum, rising, subject to satisfactory service, by annual increments of £15 to a maximum of £250 per annum, from which deductions will be made for emoluments. A travelling allowance of £2 10s. per annum will be paid. An additional £56 per annum may be paid to a midwife who is also a State-registered Nurse, if the Council so decide.

The appointment will be subject to the provisions of the Local Government and other Officers' Superannuation Act, 1937, and to the candidate passing the necessary medical examination.

Further particulars and application forms may be obtained from the undersigned, to whom they must be returned, together with copies of three recent testimonials not later than 3rd May, 1939.

Canvassing will disqualify.

S. A. JEWERS,
Town Clerk.

Town Hall,
Barking, Essex.
17th April, 1939. (699)

## BOROUGH OF CHELMSFORD

### HEALTH VISITOR

APPLICATIONS are invited for the appointment of a **Health Visitor.**

Candidates must be general trained nurses possessing the certificate of the Central Midwives Board, and the Health Visitor's certificate. School medical experience is desirable as the person appointed may be required to undertake some school nursing duties.

Salary £202 10s. per annum, rising by annual increments of £11 10s. to £236 per annum inclusive.

The post will be subject to Superannuation, and the selected candidate will be required to pass a medical examination.

Applications, accompanied by three recent testimonials, must state age, experience, qualifications and whether cyclist, and be received by the MEDICAL OFFICER OF HEALTH, Public Health Department, Coval Lane, Chelmsford, not later than the first post on Friday, 19th May, 1939.

G. E. BARFORD,
Town Clerk.

Rainsford House,
Chelmsford.
25th April, 1939. (922)

## THE URBAN DISTRICT OF HARROW

### PUBLIC HEALTH DEPARTMENT

**Appointment of Midwife**

APPLICATIONS for the above appointment are invited from State-registered Nurses holding the Central Midwives Board Certificate and with recent experience in midwifery.

The salary will be at the rate of £210 per annum, rising by annual increments of £10 to £280 per annum. In addition a car allowance of £20 per annum or a cycle allowance of £4 per annum will be paid. Uniform and equipment will be provided and maintained by the Council, and an allowance will be made for the installation and rental of a telephone.

The post is subject to the provisions of the Local Government Superannuation Act, 1937.

Application forms and particulars of conditions of service may be obtained from the MEDICAL OFFICER OF HEALTH, Public Health Department, Council Offices, High Street, Harrow-on-the-Hill, to whom completed application forms should be returned not later than the first post on Wednesday, the 3rd May, 1939.

VERNON YOUNGER,
Clerk of the Council.

Council Offices,
Stanmore.
15th April, 1939. (664)

## ESSEX COUNTY COUNCIL

### HEALTH VISITOR

THE County Council of the Administrative County of Essex invite applications for the above appointment from women having the necessary qualifications.

The salary of the person appointed will be at the rate of £200 per annum, together with allowances, and will rise, subject to satisfactory service, by annual increments of £10 to £250 per annum.

The person appointed will be required to pass a medical examination and to contribute to the appropriate superannuation fund.

The appointment will be subject to the Council's Sick Pay Rules and Regulations, a copy of which will be forwarded on application.

Applications on the prescribed form, obtainable from the undersigned, accompanied by copies of not more than three recent testimonials (which will not be returned) should be addressed to me and delivered not later than 10 a.m. on Monday, the 8th day of May, 1939.

E. S. HOLCROFT,
Clerk of the County Council.

County Hall,
Chelmsford.
13th April, 1939. (650)

## METROPOLITAN BOROUGH OF WOOLWICH

APPOINTMENT OF TWO HEALTH VISITORS

THE Council of the Metropolitan Borough of Woolwich invites applications for the appointment of **two Health Visitors.**

The appointments are whole time ones and the officers appointed will be required to carry out, under the supervision of the Medical Officer of Health, such duties under the Council's Maternity and Child Welfare Scheme as may be required from time to time.

Candidates must hold the following qualifications:—(*a*) a certificate of a fully-trained nurse; (*b*) the certificate of the Central Midwives Board, and (*c*) the Health Visitor's certificate of the Royal Sanitary Institute.

The salary, inclusive of bonus, will be £225 per annum, rising, subject to satisfactory service, by annual increments of £15 to £390 per annum; the first increment of salary to take place on the 1st April (or the 1st October as the case may be) following the completion of 12 months' service.

The appointments will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Applications, on a form to be obtained from the MEDICAL OFFICER OF HEALTH, Town Hall, Woolwich, S.E.18, accompanied by copies of not more than three recent testimonials, must be received by me not later than the first post on the 1st June, 1939, in an envelope endorsed "Health Visitor."

Canvassing either directly or indirectly any member or officer of the Council will disqualify.

By Order,
DAVID JENKINS,
Town Clerk.

Town Hall,
Woolwich, S.E.18.
April, 1939. (882)

## COUNTY BOROUGH OF WEST HAM

PUBLIC HEALTH DEPARTMENT

**Appointment of Health Visitor**

APPLICATIONS are invited for the appointment of a **Health Visitor** in connection with the Council's Maternity and Child Welfare Scheme.

The person appointed will be required to devote her whole time to the duties of the office and to act under the direction of the Medical Officer of Health.

Candidates must be fully trained nurses (unmarried or widow) and hold the Health Visitor's Certificate of the Royal Sanitary Institute, or the Diploma issued under the Board of Education (Health Visitors' Training) Regulations, 1919, or must have been previously approved by the Ministry of Health as a Health Visitor.

The commencing salary will be at the rate of £230 per annum, rising by annual increments of £10 to £330 per annum and then, after a period of four years, by annual increments of £15 to a maximum of £360 per annum. Uniform will be provided.

The appointment will terminate automatically on marriage, and will be subject to the provisions of the Local Government Superannuation Act, 1937, and the Statutory contributions will be deducted from the salary. The successful candidate will have to pass a medical examination.

Forms of application must be obtained from Dr. E. ASHWORTH UNDERWOOD, the Medical Officer of Health, Public Health Department, 88, Romford Road, Stratford, E.15, or will be forwarded on receipt of a stamped addressed foolscap envelope, and returned to the undersigned not later than 1st May, 1939.

Canvassing members of the Council is prohibited and will disqualify.

CHARLES E. CRANFIELD,
Town Clerk.

Town Hall,
West Ham, E.15.
17th April, 1939. (797)

## WILTS COUNTY COUNCIL

MIDWIVES ACT, 1936

**Appointment of Emergency Midwives**

THE Council invites applications for the appointment of **Two Emergency Midwives.**

Candidates must hold the certificate of the Central Midwives Board and the S.R.N. Certificate and be able to drive a motor car. In addition to domiciliary service as emergency district nurse midwives in the County area, the successful candidates will be required to undertake from time to time such other duties as the County Medical Officer may require.

The salary scale will be £200 per annum, rising, subject to satisfactory service, by annual increments of £5 to a maximum of £220 per annum. An allowance of £10 per annum for uniform will be paid, and also travelling allowances. A deduction for board and lodging, when provided, will be made from the salary.

The appointments will be terminable by one month's notice on either side.

The successful candidates will be required to pass a medical examination before the appointments are confirmed, and will be required to contribute in accordance with the terms of the Local Government Superannuation Act, 1937.

Application forms may be obtained from the undersigned, to whom applications, together with copies of three recent testimonials, must be sent.

Canvassing will be a disqualification.

W. L. BOWN,
Clerk of the County Council.

County Offices,
Trowbridge.
25th April, 1939. (1004)

AMENDED ADVERTISEMENT

## BOROUGH OF KETTERING

HEALTH VISITOR AND SCHOOL NURSE

THE Council of the Borough of Kettering invite applications for the appointment of a **Health Visitor and School Nurse** at a commencing salary of £200 per annum, rising by annual increments of £10 to £240 per annum, plus uniform allowance of £10 per annum.

Applicants must hold the following:—

(1) Certificate of three years' training in a general hospital or of full training in a children's hospital.

(2) Certificate of the Central Midwives Board, and in addition must have either:

(*a*) The new Health Visitor's Certificate of the Royal Sanitary Institute as prescribed by the Ministry of Health;

(*b*) The Certificate for Health Visitors prescribed by the Board of Education (Health Visitors' Training) Regulations, 1919; or

(*c*) Been previously approved by the Ministry of Health as a Health Visitor.

The appointment will be subject to the Local Government Superannuation Act, 1937, and he successful applicant will be required to pass atisfactorily a medical examination.

Applications on forms to be obtained from the undersigned, together with copies of three recent testimonials, must reach me not later than Monday, the 8th day of May, 1939.

JOHN CHASTON,
Town Clerk.

Town Clerk's Office,
High Street,
Kettering.
25th April, 1939. (766)

## NORFOLK NURSING FEDERATION

EXPERIENCED **Queen's Nurse Midwife** with Health Visitor's Certificate, required as Assistant Superintendent. Motorist.

Commencing inclusive salary £220 with allowance for own car.

Apply COUNTY SUPERINTENDENT, 29, Thorpe Road, Norwich. (810)

## LANCASHIRE COUNTY COUNCIL

APPOINTMENT OF SALARIED MIDWIVES

THE Lancashire County Council are about to appoint three **Midwives** to their salaried midwifery staff, and invite applications from suitably qualified persons.

The midwives appointed will be whole-time servants of the County Council and will work under the direction and supervision of the County Medical Officer of Health or Officers deputed by him.

Applicants should be under the age of 40 years and in addition to holding the Certificate of the Central Midwives Board should be State-registered Nurses.

The salary offered is at the rate of £172 per annum, rising by annual increments of £10 to a maximum of £242 per annum, subject to satisfactory service. An allowance of £28 will be made for uniform and laundry. Travelling expenses will also be allowed.

The appointments will be terminable by one month's notice on either side. The successful candidates will be required to pass a medical examination and to contribute to the Superannuation Fund of the County Council.

Forms of application and further particulars may be obtained from the COUNTY MEDICAL OFFICER OF HEALTH, Public Health Department, County Offices, Preston, to whom all applications should be sent, together with copies of two recent testimonials from persons having an intimate knowledge of the applicant's work and character, not later than the 6th May, 1939.

GEORGE ETHERTON,
Clerk of the County Council.

County Offices,
Preston.
15th April, 1939. (683)

## METROPOLITAN BOROUGH OF BETHNAL GREEN

HEALTH VISITOR

THE Council invites applications for the appointment of a **Health Visitor** at a salary of £225 per annum, rising by annual increments of £15 to a maximum salary of £390 per annum.

Candidates must be spinsters or widows not exceeding 35 years of age, and must hold the qualifications prescribed for a Health Visitor.

The appointment will be subject to the Council's Superannuation Acts and Bye-Laws and Standing Orders. The successful candidate must pass a medical examination.

Applications, on forms which will be forwarded on receipt of a stamped addressed envelope, must reach me at the Town Hall, Bethnal Green, E.2, by 10 a.m. on Friday, 12th May, 1939. Canvassing will disqualify.

DAVID J. KEEP, Town Clerk.
(1064)

*Miscellaneous Posts*

## CITY OF BRADFORD

APPLICATIONS are invited for the post of **Masseuse** at the Lister Lane Physically Defective School.

Salary £175 per annum, rising subject to satisfactory service, to £200 per annum by annual increments of £5.

The salary is subject to a deduction under the terms of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a satisfactory medical examination.

Application forms may be obtained from the MEDICAL OFFICER OF HEALTH, Town Hall, Bradford, and should be returned to the undersigned not later than Wednesday, 10th May, 1939.

N. L. FLEMING, Town Clerk.

Town Hall, Bradford.
24th April, 1939. (1038)

### COUNTY BOROUGH OF ST. HELENS

PUPIL HEALTH VISITORS

APPLICATIONS are invited from trained nurses holding the C.M.B.. Certificate desirous of becoming health visitors, for appointment as **Pupil Health Visitors** under the above Corporation.

Salary will be £2 per week and subject to satisfactory service the appointment will be for a minimum period of one year. Candidates should be under 35 years of age. Practical training and tuition will be given at St. Helens but candidates must attend, for theoretical instruction, the Health Visitors' Course conducted by the University of Liverpool at the School of Hygiene, Mount Pleasant, Liverpool. They will be eligible to sit for the Health Visitors' Examination of the Royal Sanitary Institute.

Successful candidates will be required to pass a medical examination and the appointments will be subject to the provisions of the Local Government Superannuation Act, 1937.

Forms of application may be obtained from the undersigned, to whom they should be returned accompanied by copies of three recent testimonials, not later than 6th May, 1939.

FRANK HAUXWELL,
Medical Officer of Health.

Town Hall,
St. Helens.
18th April, 1939. (788)

### ROYAL COLLEGE OF SAINT KATHARINE, POPLAR, E.14

MATERNITY AND CHILD WELFARE CENTRE.

STAFF **Nurse** required for Infants and Children's wards. Certificated from a Children's Hospital and State-registered.

Salary £65 to £75 and uniform. Superannuation Scheme in force. Six weeks' annual holiday.

Applications to the PRINCIPAL, Bromley Hall, Brunswick Road, Poplar, E.14, not later than May 15th, 1939. (1049)

## HOSPITAL AND OTHER VACANCIES

*Rate: 7/6 per inch.*

### ALMSHOUSES, BOURNVILLE, BIRMINGHAM

APPLICATIONS are invited for the post of **Lady Superintendent.** Candidates must be State-registered nurses, married or with suitable companion, total abstainers and under 50 years of age. There are 33 Almshouses and Superintendent's House.

Apply, giving qualifications, experience and references, to THE SECRETARY, Bournville Almshouse Trust, c.o. Cadbury Bros., Ltd., Bournville, Birmingham. (873)

### DEVON COUNTY COUNCIL

NEWTON ABBOT INSTITUTION.

APPLICATIONS are invited for the post of **Superintendent Nurse** at the Infirmary of the Newton Abbot Public Assistance Institution.

Candidates must be fully trained, State-registered Nurses and the Certificate of the C.M.B. is also essential.

Salary, £100 per annum, rising £5 annually to £125 per annum with emoluments valued at £90 per annum.

The post is subject to the provisions of the Local Government and other Officers' Superannuation Act, 1937, and the person appointed will be required to pass a medical examination.

Further particulars, together with forms of application may be obtained from the undersigned on receipt of a stamped addressed foolscap envelope, and must be returned not later than 9th May, 1939.

MARTIN SYKES,
Public Assistance Officer.

"Felixwell,"
St. Thomas,
Exeter. (1015)

### LANCASHIRE COUNTY COUNCIL

PUBLIC ASSISTANCE COMMITTEE
WHISTON COUNTY HOSPITAL,
NEAR PRESCOT

**Superintendent Nurse**

APPLICATIONS are invited for the appointment of **Superintendent Nurse** to undertake all duties normally carried out by a Hospital Matron.

Applicants must be State-registered Nurses, must possess the Certificate of the Central Midwives Board, and must have held a senior administrative appointment in a Hospital.

Salary at the rate of £250 per annum, rising by annual increments of £12 10s. to a maximum of £300 per annum, together with the usual residential emoluments.

The Hospital is a General Hospital of 500 beds, is fully equipped in every respect, and is recognised as a Training School for Nurses.

The Hospital has a Visiting Consultant Staff.

The successful applicant will be required to pass a medical examination and to contribute under the Local Government Superannuation Act, 1937.

Applicants must be under 40 years of age unless at present holding a designated post under the Superannuation Acts.

Forms of application may be obtained from the COUNTY MEDICAL OFFICER OF HEALTH, Hospital and Medical Department, County Offices, Preston, to whom all applications, together with copies of two testimonials, must be forwarded endorsed "Superintendent Nurse" so as to be received not later than Wednesday, the 10th May, 1939.

GEORGE ETHERTON,
Clerk of the County Council.

County Offices,
Preston.
17th April, 1939. (704)

### BRICKET HOUSE NURSING HOME, ST. ALBANS

THE Committee invite applications for the post of **Matron** of the above Nursing Home for Medical, Surgical and Maternity cases. There is also a Staff of Private Nurses.

Candidates should be State-registered Nurses with administrative experience and C.M.B.

Federated Superannuation optional.

Salary £160 with full residential emoluments.

Applications, stating age, experience and enclosing copies of three recent testimonials, should be sent to the undersigned not later than 6th May, next.

MISS BEAL (SECRETARY),

Beacon House,
St. Albans. (992)

### THE GABLES MATERNITY HOME, NEWCASTLE-UPON-TYNE

MATRON

THE Committee invite applications for the post of **Matron.** The Home contains 20 beds and is for persons with moderate means.

Applicants must be State-registered Nurses, have the C.M.B. Certificate and previous administrative experience is desirable.

Salary £150 with board and laundry.

Applications before the 10th May, with copies of three recent testimonials, to Dr. RANKEN LYLE, 11, Osborne Terrace, Newcastle-upon-Tyne, 2. (1008)

### CHESHIRE JOINT SANATORIUM, MARKET DRAYTON, SALOP

SUPERINTENDENT **Nurse—Sister Tutor** required for above sanatorium. Applicants must have had experience in tutoring, be State-registered, and under 45 years of age.

Commencing salary £170 per annum, rising by annual increments of £10 to £200. The Local Government and other Officers' Superannuation Scheme is in operation and successful candidates will be required to pass a medical examination.

Application forms, and further details of appointment, may be obtained from the MEDICAL SUPERINTENDENT, to whom they should be returned not later than 8th May, 1939. (739)

### QUEEN'S INSTITUTE OF DISTRICT NURSING

GUILDFORD DISTRICT NURSING ASSOCIATION, SURREY

EXPERIENCED **Queen's Nurse** as Superintendent (June 30th). Nursing staff 18. Assistant Superintendent employed. Maternity ward, 10 beds. Approved as 2nd part training school by the Central Midwives Board. Candidates trained for Queen's Roll. Modern home.

Salary according to experience. Applicant with Midwife Teacher's Certificate and with experience of taking charge of similar home preferred.

Apply in first instance to NURSING SUPERINTENDENT, 57, Lower Belgrave Street, S.W.1. (1065)

### CORPORATION OF GLASGOW

PUBLIC HEALTH DEPARTMENT

**HAWKHEAD MENTAL HOSPITAL, 510, CROOKSTON ROAD, CROOKSTON, GLASGOW, S.W.2**

WANTED, **Junior Assistant Matron,** day and night duty. Must have general training and mental training. Salary £120—£140, with board, lodging, laundry, and uniform. The appointment is subject to the Asylum Officers' Superannuation Act, 1909.

Applications, giving age, experience, and accompanied by three recent testimonials, to be sent to the MEDICAL SUPERINTENDENT. (1063)

## LIVERPOOL MATERNITY HOSPITAL.

APPLICATIONS are invited for the post of **Matron** to the above Hospital and its District Midwifery Association.

The Hospital, with its Rest Home and Annexe, has accommodation for 107 In-patients; and is a recognised Training School for Medical Students and Pupil Midwives. Domiciliary cases average 1,550 per year.

Salary £350 per annum with full residential emoluments. Federated Superannuation Scheme in force.

Candidates must be State-registered Nurses and Certified Midwives.

Applicants should in the first instance apply to the SECRETARY, Liverpool Maternity Hospital, Oxford Street, Liverpool 7, for the special form of application which must be completed and addressed as directed on or before May 19th next. (944)

# London County Council

## Vacancies for Additional Nursing Staff

**ADMINISTRATIVE SISTER.**—£100—£5—£125 and after 8 years in the grade, if specially recommended, by £5—£135.—SOUTHERN HOSPITAL, Dartford, Kent.

**DEPARTMENTAL SISTER** (to take charge of the theatre). £90—£5—£115 and after 8 years' in charge if specially recommended, by £5 —£125.—DULWICH HOSPITAL, East Dulwich Grove, S.E.22.

**SISTERS** (for Fever and Chronic Sick Hospitals).—£85—£5—£115, and after 8 years in the grade, if specially recommended, by £5 to £125.

**DEPUTY SISTERS** (State-registered). General trained £75—£5—£80. Fever or Children's trained, £65—£5—£80. General trained nurses with C.M.B. certificate or trained also in Fever, Children's or Tuberculosis nursing receive in addition £5 a year whilst employed on duties covered by the appropriate certificate. After 6 months service free midwifery training is available for selected candidates.

Applications to be made to the Matron-in-Chief (336), The County Hall, Westminster Bridge, S.E.1.

**PROBATIONERS REQUIRED OWING TO INTRODUCTION OF SHORTER WORKING HOURS (96 HOUR FORTNIGHT) AND GENERALLY IMPROVED CONDITIONS OF SERVICE.**

| | General Nursing (4 years) | Fever Nursing (2 years) |
|---|---|---|
| | £ | £ |
| 1st year ... ... ... ... ... ... | 30 | 40 |
| 2nd year ... ... ... ... ... ... | 35 | 45 |
| 3rd year ... ... ... ... ... ... | 45 | — |
| 4th year ... ... ... ... ... ... | 50 | — |

Many opportunities occur for special training and for promotion. Full residential emoluments in all cases.

Apply to Matron-in-Chief (336), The County Hall, Westminster Bridge, S.E.1.

### LONDON COUNTY COUNCIL

DIVISIONAL **Supervisor** required on staff of Matron-in-Chief. Preference to candidates with experience as Matron. State-registered in both general and fever nursing, possessing in addition Certificate of Central Midwives Board and recognised Sister Tutor's Certificate.

Salary £260—£15—£320—£20—£360.

Application forms obtainable (stamped addressed foolscap envelope necessary) from MATRON-IN-CHIEF, County Hall, Westminster Bridge, S.E.1, returnable by 10th May. Canvassing disqualifies. (843)

### QUEEN'S INSTITUTE OF DISTRICT NURSING

BEDFORD DISTRICT NURSING ASSOCIATION

SUPERINTENDENT required for staff of 7. General nursing and midwifery. Must be Queen's Nurse with good midwifery experience.

Applications to be sent in first place to QUEEN'S INSTITUTE OF DISTRICT NURSING, 57, Lower Belgrave Street, London, S.W.1. (1058)

### MACCLESFIELD GENERAL INFIRMARY

APPROVED TRAINING SCHOOL

APPLICATIONS are invited for the post of **Assistant Matron** (vacancy as the result of promotion). Candidates must be State-registered Nurses, State-certified Midwives, have housekeeping experience and be capable of teaching Probationer Nurses, and have held the post of Ward Sister.

Commencing salary £110 per annum. Uniform etc., provided. F.S.S.N. & H.O. in force.

Applications, stating age, religion, experience etc., with copies of testimonials, to the MATRON. (830)

### QUEEN'S INSTITUTE OF DISTRICT NURSING

EXPERIENCED **Queen's Nurse** required as Superintendent of Stockport D.N.A. Must have had experience in administrative work and the training of candidates for the Queen's Roll.

Applications to be sent in the first instance to the QUEEN'S INSTITUTE OF DISTRICT NURSING, 57, Lower Belgrave Street, S.W.1. (1057)

### SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

KINGSTON COUNTY HOSPITAL

SISTER-IN-CHARGE of the Mental Wards (Non-resident).

Applications are invited for the appointment of **Sister-in-Charge** of the Mental Wards at the Kingston County Hospital, Wolverton Avenue, Kingston-upon-Thames.

Candidates must be State-Registered Nurses holding the R.M.P.A. certificate or a certficate in Mental Nursing approved by the General Nursing Council.

Commencing salary £166 per annum, rising by annual increments of £5 to £186 per annum, together with uniform valued at £4 per annum.

Forms of application and further particulars may be obtained from the MATRON of the Hospital.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
28th April, 1939. (1070)

### ASHFORD HOSPITAL, KENT

(90 BEDS.)

X-RAY and **Home Sister** required (combined post) for 12th May. Salary £90-£5-£100. F.S.S. in force. Uniform provided. Apply to MATRON. (498)

### THE ROYAL CRIPPLES HOSPITAL

REQUIRED in May if possible, or in September, a **Teacher** holding the Medical Gymnastic and/or the Medical Electricity Teaching Certificates of the Chartered Society of Massage and Medical Gymnastics.

Salary according to qualifications and experience.

The hospital is an orthopaedic hospital of 306 beds with large Out-patient Departments.

Applications, giving full particulars to be made to the GENERAL SECRETARY, 80, Broad Street, Birmingham. (888)

### ORTHOPAEDIC HOSPITAL, HARTSHILL, STOKE-ON-TRENT

ORTHOPAEDIC trained **Sister** required to take charge of After-Care Clinics.

Salary £100 per annum.

Apply, with particulars of training and previous experience, to the NURSING SUPERINTENDENT.

**Staff Nurse,** with State Certificate, required. Salary £70 per annum.

Applications to be made to THE NURSING SUPERINTENDENT. (876)

### ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7

APPLICATIONS are invited for the post of **Sister** of the Maternity Ward. Candidates must have had experience in Maternity Nursing in Hospital and be qualified to take charge of a Midwifery Training School.

Applicants must be S.R.N. and hold the C.M.B. and Teacher's Certificate.

Superannuation Scheme in force. Commencing salary from £130 per annum, according to experience, with board, residence, uniform and laundry.

Applications, together with copies of testimonials, should be sent to the MATRON. (956)

# LANCASHIRE COUNTY COUNCIL

## VACANCIES FOR NURSING STAFF

Appointments are subject to the Lancashire County Council Conditions of Service and are pensionable. Medical Examination necessary. Applicants for posts of Staff Nurse and higher grades must be State Registered. Emoluments (board, residence and uniform, etc.) are additional to the annual salaries stated.

### PUBLIC ASSISTANCE DEPARTMENT

### LAKE HOSPITAL, ASHTON-UNDER-LYNE

**NIGHT SUPERINTENDENT.**—Salary £100 by £5 to £125 per annum.

**STAFF NURSES.**—Salary £70 by £5 to £80 per annum. Applicants should possess the S.C.M. Certificate.

**PROBATIONER NURSES.**—Aged 18 years and over. Salary £30 first year, £35 second year, £45 third year, £50 fourth year.

### LAKE HOSPITAL ANNEXE, ASHTON-UNDER-LYNE

**ASSISTANT NURSE.** Salary £50 by £2 10s. to £60 per annum.

Full particulars and forms of application from the Clerk to the Guardians' Committee, Public Assistance Offices, St. Michael's Square, Ashton-under-Lyne.

### WHISTON COUNTY HOSPITAL, Near PRESCOT

**WARD SISTER.**—Salary £85 by £5 to £120 per annum.

**STAFF NURSES FOR MATERNITY UNIT.**—Salary £70 by £5 to £80 per annum.

**STAFF NURSES.**—Salary £70 by £5 to £80 per annum.

**PROBATIONER NURSES.**—Aged 18 years and over. Salary £30 first year, £35 second year, £45 third year, £50 fourth year.

Full particulars and forms of application from the Clerk to the Guardians' Committee, Public Assistance Offices, Warrington Road, Whiston, Near Prescot.

### MOORLANDS INFIRMARY, RAWTENSTALL

**STAFF NURSE FOR MATERNITY DEPARTMENT AND ANTE-NATAL CLINIC.**—Salary £70 by £5 to £80 per annum. Candidates must hold S.C.M. Certificate.

**STAFF NURSES.**—Salary £70 by £5 to £80 per annum.

**PROBATIONER NURSES.**—Aged 18 years and over. Salary £30 first year, £35 second year, £45 third year, £50 fourth year.

Full particulars and forms of application from the Clerk to the Guardians Committee, Public Assistance Offices, Moorlands, Rawtenstall.

### JERICHO HOSPITAL, BURY

**NIGHT CHARGE SISTER.**—Salary £90 by £5 to £125 per annum. Applicants must possess the S.C.M. Certificate.

**PROBATIONER NURSES.**—Aged 18 years and over. Salary £30 first year, £35 second year, £45 third year, £50 fourth year.

Full particulars and forms of application from the Clerk to the Guardians' Committee, Public Assistance Offices, Parson's Lane, Bury.

### PARKSIDE INSTITUTION, 2, QUERNMORE ROAD, LANCASTER

**STAFF NURSE.**—Salary £70 by £5 to £80 per annum.

Candidates should write to the Clerk to the Guardians' Committee, 5, Dalton Square, Lancaster, giving name, age, present position, and particulars of previous employment, sending copies of three recent testimonials.

### COPLOW VIEW INSTITUTION, CLITHEROE

**STAFF NURSE.**—Salary £70 by £5 to £80 per annum.

Full particulars from the Clerk to the Guardians' Committee, 12, York Street, Clitheroe, to whom all applications should be forwarded.

### ORMSKIRK COUNTY HOSPITAL AND INSTITUTION

**NIGHT SISTERS (Two).**—Salary £85 by £5 to £120 per annum. Applicants must be State Registered Nurses possessing the S.C.M. Certificate.

**STAFF NURSE.**—Salary £70 by £5 to £80 per annum.

**ASSISTANT NURSES (Non-Resident).**—Salary £2 2s. per week, together with meals when on duty and uniform valued at £35 per annum.

Full particulars and forms of application from the Clerk to the Guardians' Committee, Public Assistance Offices, 74, Wigan Road, Ormskirk.

### LEIGH INSTITUTION INFIRMARY, LEIGH ROAD, LEIGH

**WARD SISTER.**—Salary £85 by £5 to £120 per annum.

**ASSISTANT NURSE.**—Salary £50 by £2 10s. to £60 per annum.

Full particulars and forms of application from the Clerk to the Guardians' Committee, Public Assistance Offices, Leigh Road, Leigh.

### GREEN LANE INSTITUTION, PATRICROFT

**ASSISTANT NURSES (NON-RESIDENT).**—Salary £2 2s. per week, together with meals when on duty and uniform valued at £35 per annum.

Full particulars from the Clerk to the Guardians' Committee, Public Assistance Offices, Green Lane, Patricroft, Near Manchester, to whom all applications should be forwarded.

GEORGE ETHERTON,
Clerk of the County Council.

County Offices,
Preston.
24th April, 1939. (936)

## COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

PUBLIC HEALTH DEPARTMENT

APPLICATIONS are invited for the following appointments :—

(1) MIDDLETON-IN-WHARFEDALE SANATORIUM (300 Beds for Men.)

***Theatre Sister** who will at present also be in charge of the X-ray and Light Department. Theatre experience is essential. Salary £95—£5—£135 per annum, includes £10 while undertaking X-ray and Light Treatment, plus uniform and usual residential emoluments.

**Staff Nurses.** Must be State-registered Nurses. Salary £75—£5—£85 per annum, plus £5 if in possession of Tuberculosis Association Certificate. If not, lectures for Tuberculosis Association Certificate can be taken. Uniform and usual residential emoluments provided.

**Holiday Staff Required**

(*a*) **Temporary Staff Nurses.** General trained. Salary £75 per annum, plus £5 if in possession of Tuberculosis Association Certificate. Uniform and usual residential emoluments provided.

(*b*) **Temporary Probationer Nurses.** Salary £40 per annum. Uniform and usual residential emoluments provided.

(2) STAINCLIFFE COUNTY HOSPITAL, HEALD'S ROAD, DEWSBURY. (350 general beds.)

***Sister Tutor.**—Applicants must have Sister-Tutor certificate of King's College of Household and Social Science, Sister-Tutor's Certificate of Battersea Polytechnic or other approved teaching qualification. Salary £150—£10—£180, plus uniform and usual residential emoluments. The commencing salary may be above the minimum in the case of a candidate having suitable experience.

***Maternity Ward Sister.** Applicants should be fully trained State-registered Nurses with the Central Midwives Board Certificate. Salary £90—£5—£130, plus uniform and usual residential emoluments.

**Maternity Staff Nurse.** Applicants should be fully-trained State-registered Nurses with the Central Midwives Board Certificate. Salary £75—£5—£90, plus uniform and usual residential emoluments.

(3) WHITE ROSE COUNTY HOSPITAL, PARK LODGE LANE, WAKEFIELD (160 general beds).

**Probationer Nurses.** Salary £40—£2 10s.—£45 per annum, plus uniform and usual residential emoluments.

(4) LISTERDALE MATERNITY HOME, near ROTHERHAM (20 Beds.)

**Resident Midwife.**—Resident Midwife holding the Certificate of the Central Midwives Board is required for this Home at Listerdale, near Rotherham. Salary £75—£5—£85, plus usual residential emoluments.

Forms of application for the posts marked * can be obtained from the COUNTY MEDICAL OFFICER, County Hall, Wakefield. For the other posts, application forms can be obtained from the MATRON of each Hospital.

J. CHARLES McGRATH,
Clerk of the County Council.

County Hall,
Wakefield.
April, 1939. (982)

## CORPORATION OF BIRMINGHAM

CITY SANATORIUM,
YARDLEY GREEN ROAD

(336 BEDS)

APPLICATIONS invited for a State-registered **Sister Tutor,** having held Sister's Post. Duties include some Administrative work. Theatre experience an advantage.

Candidates must be competent to teach and coach Probationer Nurses for the Preliminary State Examination.

Salary £130, rising by £10 to £170, with uniform.

Apply with full particulars to MATRON. (753)

## KENT COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT

THE County Council invites applications for the following appointments:—

HOME SISTER (RESIDENT)

**County Hospital, Farnborough (Nr. Bromley)**

Salary £110 a year, rising by £10 a year to £130 a year.

WARD SISTERS (RESIDENT)

**County Hospital, Sheppey, Coxheath (Nr. Maidstone) and Lyminge Institutions**

Salary £85 a year, rising by £10 a year to £125 a year. Candidates must possess the C.M.B. Certificate.

**Hothfield Institution**

Salary £80 a year, rising by £10 a year to £120 a year.

**Coxheath Institution (Nr. Maidstone)**

(NON-RESIDENT)

Salary £160 a year, rising by £10 a year to £200 a year. Candidates must possess C.M.B. Certificate.

JUNIOR WARD SISTER (RESIDENT)

**County Hospital, Farnborough (Nr. Bromley)**

Salary £80 a year, rising by £5 a year to £90 a year.

**County Hospital, Chatham**

Salary £80 a year, rising by £5 a year to £90 a year. (For night duty.)

NIGHT SISTER (RESIDENT)

**County Hospital, Chatham**

Salary £105 a year, rising by £10 a year to £135 a year. Candidates must possess C.M.B. Certificate.

**Coxheath Institution** (NON-RESIDENT)

Salary £160 a year, rising by £10 a year to £200 a year. Candidates must possess C.M.B. Certificate.

STAFF NURSES (RESIDENT)

**County Hospitals, Farnborough (Nr. Bromley), Dartford and Pembury**

Salary £70 a year, rising by £5 a year to £80 a year.

**County Hospital, Chatham**

Salary £75 a year, rising by £5 a year to £85 a year. Candidates must possess C.M.B. Certificate.

STAFF NURSES (NON-RESIDENT)

**County Hospital, Farnborough (Nr. Bromley)**

Salary £145 a year, rising by £5 a year to £155 a year.

STAFF NURSES (NON-RESIDENT)

**County Hospital, Chatham**

Salary £150 a year, rising by £5 a year to £160 a year. Candidates must possess C.M.B. Certificate.

ASSISTANT NURSES (RESIDENT)

**County Hospital, Sheppey: Bridge (Nr. Canterbury), Hothfield, Dover, Gravesend, Coxheath (Nr. Maidstone), Thanet (Nr. Ramsgate), Lyminge, Malling (West Malling), Milton, Faversham and Cranbrook Institutions**

Salary £55 a year, rising by £5 a year to £65 a year.

**Coxheath Institution (Nr. Maidstone)**

(NON-RESIDENT)

Salary £130 a year, rising by £5 a year to £140 a year.

CHARGE NURSE (RESIDENT)

**Dover Institution**

Salary £85 a year, rising by £10 a year to £105 a year. Candidates must possess the C.M.B. Certificate.

**Blean Institution (Nr. Herne Bay)**

Salary £80 a year, rising by £10 a year to £100 a year.

CHARGE FEMALE MENTAL NURSE

(NON-RESIDENT)

**County Hospital, Farnborough**

Salary £160 a year, rising by £5 a year to £180 a year. Candidates must be fully trained nurses and must possess R.M.P. Certificate.

**Eastry Institution**

Salary £155 a year, rising by £10 a year to £175 a year. Candidates must be fully trained nurses and must possess the R.M.P. Certificate.

FEMALE MENTAL NURSES

**County Hospitals, Farnborough (Nr. Bromley), Chatham, and Eastry Institution (Nr. Deal)**

(NON-RESIDENT)

Salary £130 a year, rising by £5 a year to £140 a year.

**Kent County Council**—*continued.*

**Sundridge Institution**

*Resident.*—Salary £60 a year, rising by £5 a year to £65 a year.

*Non-resident.*—Salary £130 a year, rising by £5 a year to £140 a year.

**Blean Institution (Nr. Herne Bay)**

*Resident.*—Salary £60 a year, rising by £5 a year to £65 a year.

*Non-resident.*—Salary £130 a year, rising by £5 a year to £140 a year.

An additional sum of £5 will be paid for possession of R.M.P. Certificate. Candidates must have had experience in similar duties.

FEMALE WARD ORDERLY

(NON-RESIDENT)

**County Hospital, Chatham**

Salary £2 10s. a week.

A number of the above appointments are necessitated by the decision of the County Council to introduce a 96-hour fortnight for Nursing Staffs.

Application to be made on forms obtainable from the **Public Assistance Officer, Tonbridge Road, Maidstone,** to be returned to him by not later than Tuesday, the 7th May, 1939.

The appointments will be subject to the statutory provisions relating to the superannuation of employees of Local Authorities, and successful candidates will be required to pass a medical examination.

W. L. PLATTS,
Clerk of the County Council.

Sessions House,
Maidstone.
25th April, 1939. (1052)

## HULL CORPORATION HEALTH DEPARTMENT

ANLABY ROAD AND BEVERLEY ROAD INSTITUTIONS AND HOSPITALS

APPLICATIONS are invited for the appointment of a **Sister Tutor** (non-resident), to be responsible for the training of the probationer nurses at both the Anlaby Road and the Beverley Road Institutions (Hospitals).

All applicants must be under the age of 40 years, unless at present in the service of this Corporation. Candidates must be State-registered Nurses, possess the Certificate of the Central Midwives Board, and have held the post of Ward Sister or other senior nursing appointment in a General Hospital.

The salary will be as under:—

(1) Candidates possessing the Sister Tutor's Certificate from an approved Examining Body, or a Diploma in Nursing granted by a University; £270 per annum, rising by annual increments of £10 to £300 per annum.

(2) Candidates not possessing either of the above certificates, but who have had extensive experience in the teaching of probationer nurses; £240 per annum, rising by annual increments of £10 to £270 per annum.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful applicant will be required to pass a medical examination by a doctor approved by the Corporation.

Applications, on forms to be obtained from me, must be received at my office not later than 10 a.m. on Monday, the 8th May, 1939.

NICOLAS GEBBIE, M.D.,
Medical Officer of Health.

Health Department,
Guildhall, Hull.
18th April, 1939. (764)

## QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, E.15

SISTER **Housekeeper** required. Must be State-registered and in possession of a Housekeeping Certificate. The Federated Superannuation Scheme is in force.

The salary is £100 per annum.

Applications, stating age and qualifications, together with copies of at least three testimonials, should be sent to the MATRON not later than the 13th of May. (930)

## ROYAL BERKSHIRE HOSPITAL, READING

REQUIRES **Assistant Home Sister.**

Salary £90 per annum. Federated Superannuation Scheme in force.

Uniform material provided. (975)

## CHESHIRE JOINT SANATORIUM, MARKET DRAYTON, SALOP

SISTER **Tutor.**

See displayed advertisement for Superintendent Nurse. (738)

## SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

**Appointment of Night Sister at Dorking County Hospital**

APPLICATIONS are invited for the appointment of **Night Sister** at the Dorking County Hospital, Horsham Road, Dorking (mainly chronic cases).

Candidates must be State-registered Nurses and must have had experience as a Ward Sister.

Commencing salary £100 p.a., rising by annual increments of £5 to £120 p.a., together with full residential emoluments valued for superannuation purposes at £70 p.a.

Forms of application and further particulars may be obtained from the MATRON of the Hospital.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
28th April, 1939. (1069)

## KENT AND SUSSEX HOSPITAL, ROYAL TUNBRIDGE WELLS

HOUSEKEEPING **Sister** required.

Salary £100 rising by annual increments of £5 to £110. Uniform material provided. Superannuation Scheme in force.

Apply for application forms to MATRON. (1065)

## STAFFORDSHIRE COUNTY MENTAL HOSPITAL, BURNTWOOD, Nr. LICHFIELD

NIGHT **Sister,** fully hospital trained and possessing the Nursing Certificate of the Royal Medico-Psychological Association or the Mental Section of the General Nursing Council, required for the Admission Hospital.

Salary 63s. 3d. per week of 48 hours, with deductions at the rate of 19s. 10d. per week for full board, lodging and washing. 1s. 10d. per day ration money is allowed for meals not taken in the Hospital when off duty.

The appointment is subject to the provisions of the Asylums Officers' Superannuation Act, 1909.

Apply to the MEDICAL SUPERINTENDENT. (929)

## MANCHESTER ROYAL INFIRMARY

X-RAY DEPARTMENT

APPLICATIONS are invited for a **Locum Radiographer** for holiday duty in July, August and September.

Candidates must be fully trained in Radiography and Radio-Therapy and hold the diploma of membership of the Society of Radiographers.

Salary £208 per annum.

Apply in writing not later than Thursday, 18th May, 1939, stating age and full particulars of prevous experience to:—

F. J. CABLE,
General Supt. and Secretary.

21.4.39. (911)

### VICTORIA HOSPITAL, BLACKPOOL

182 Beds

AMENDED ADVERTISEMENT

SENIOR **Night Sister** required. S.R.N., S.C.M. Must have had Ward Sister's post. Salary £90—£5—£105 with uniform material. Federated Superannuation Scheme in force. Apply, with full particulars and Matron's name for reference, to Matron. (920)

### GENERAL HOSPITAL, NOTTINGHAM

(431 Beds)

TWO **Assistant Night Sisters** required. Candidates must be fully trained State-registered Nurses with C.M.B. Certificate.

Commencing salary £90 per annum with board, residence and uniform.

Superannuation Scheme in force.

Applications, stating age, qualifications and experience, accompanied by recent testimonials and photograph to be addressed to the Matron on or before the 1st of May. (804)

### NORFOLK MENTAL HOSPITAL, THORPE, NORWICH

NIGHT **Sister** required.

Salary commencing £2 15s. 6d. per week, rising to £3 0s. 6d. Uniform provided. Deduction of 15s. 6d. per week for board, lodging and washing. Two nights off duty each week and three weeks' annual leave. Pensionable post. Preference given to candidates holding General Nursing Certificate in addition to R.M.P.A., but applications with either will be considered.

Applications to the Medical Superintendent, not later than 6th May, 1939. (1034)

### MAIDENHEAD HOSPITAL, BERKSHIRE

Complete Training School for Nurses

NIGHT **Sister** required. State-registered nurse with S.C.M. certificate. Salary £80 by £5 to £100. Uniform provided.

Superannuation Scheme in force.

Apply with full particulars and copies of three recent testimonials to the Matron. (1031)

### KENT COUNTY OPHTHALMIC AND AURAL HOSPITAL, MAIDSTONE

(100 Beds)

NIGHT **Sister** required, must be fully trained. Salary £105, commencing. Alternate week-ends off duty. Federated Superannuation Scheme in force.

Apply with testimonials to Matron. (698)

### THE PRINCE OF WALES'S HOSPITAL, GREENBANK ROAD, PLYMOUTH

HOLIDAY **Night Sister** required C.M.B. essential.

Salary £90 per annum.

Federated Superannuation Scheme in force.

Apply Matron. (917)

### WATERLOO AND DISTRICT GENERAL HOSPITAL, LIVERPOOL 22.

NIGHT **Sister**, S.R.N., required. Must have ward and theatre experience.

Salary £85, rising to £95 with uniform.

Apply Matron, with references, stating age. (989)

### COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY

X-RAY **Assistant** wanted. Resident. Must have some experience in Radiography and Developing.

Salary commencing £100 per annum. Uniform provided. Pension Scheme in force.

Apply Matron. (890)

### CITY OF LEICESTER

ISOLATION HOSPITAL AND SANATORIUM

JUNIOR **Night Sister** required. Salary £100 to £130 p.a., rising by £5 p.a. Must be both General and Fever trained with Tuberculosis experience.

The post is designated under the Local Government Superannuation Act, 1937.

Apply with full particulars and copies of three recent testimonials to Matron, City Isolation Hospital, Groby Road, Leicester.

WILFRID CARR,
Secretary.

Health Department,
Grey Friars,
Leicester.
28th April, 1939. (992)

### THE ROYAL WATERLOO HOSPITAL, S.E.1

NIGHT **Sister** required. S.R.N., S.C.M. Ward Sister's experience essential. Federated Superannuation Scheme in force.

For full particulars apply to Matron. (1018)

### ST. LUKE'S HOSPITAL, HEREFORD ROAD, BAYSWATER, LONDON, W.2

(48 Beds)

NIGHT **Sister** required for end of May. Salary £80, rising by £5 annually to £90, with uniform.

Apply Matron. (1000)

### CHELSEA HOSPITAL FOR WOMEN, ARTHUR STREET, CHELSEA, S.W.3

JUNIOR **Night Sister** required on June 1st for Private Patients' Ward of 26 beds.

Salary £80. Uniform provided. Superannuation Scheme in force.

Apply Matron. (939)

### DONCASTER ROYAL INFIRMARY

(185 Beds)

ASSISTANT **Masseuse** required for holiday duty to commence June 1st.

Salary £180 per annum, non-resident, lunch and tea daily.

Apply, with particulars, to Matron. (919)

### LORD MAYOR TRELOAR CRIPPLES' HOSPITAL, ALTON, HANTS, AND SEASIDE BRANCH, HAYLING ISLAND

(360 Beds)

JUNIOR **Sister** (S.R.N.) required immediately for Theatre and Plaster Room. Good opportunity for gaining Orthopaedic experience.

Salary £80, rising £10 to £100 with board, residence, laundry and uniform. Federated Superannuation Scheme in force.

Apply to the Matron for application form. (952)

### THE BOLTON ROYAL INFIRMARY

(239 Beds)

SISTER required for Ophthalmic Department. Must be ophthalmically trained and State-registered.

25 Beds with theatre; two Outpatient Clinics per week and eye casualties.

Salary £90, rising by £5 to £100 per annum, with inclusion in the Federated Superannuation Scheme. Uniform provided.

Apply, giving full particulars and experience to Matron. (689)

### COUNTY BOROUGH OF HASTINGS

BOROUGH SANATORIUM FOR INFECTIOUS DISEASES, FREDERICK ROAD, HASTINGS

(70 Beds)

SENIOR **Ward Sister** required to act as Matron's Deputy. Salary £100 per annum, rising by annual increments of £5 to a maximum of £110 per annum.

**Ward Sisters** wanted, one for night duty. Salary £80—£85 per annum, according to experience, by £5 to £90 per annum.

Applicants must be State-registered General and Fever trained nurses.

**Probationers** required. Salary £35—£40—£44 per annum.

Applicants should be not less than 17 years of age and have received a secondary school education.

The Hospital is recognised as an "Affiliated Training School" by the General Nursing Council.

Board, lodging and uniform is provided in each instance and also holiday rations allowed.

Applications to be addressed to the Matron.
18th April, 1939. (1053)

### ESSEX COUNTY COUNCIL

OLDCHURCH COUNTY HOSPITAL, ROMFORD

THE County Council of the Administrative County of Essex invite applications for the appointment of **Assistant Radiographer** at the above Hospital.

The salary for the appointment will be at the rate of £170 per annum, rising, subject to satisfactory service, by annual increments of £10 to a maximum of £220 per annum.

The commencing salary will not necessarily be at the minimum, but may be increased according to age and experience.

The appointment will be subject to the Council's Sick Pay Rules and Regulations, a copy of which will be forwarded on application, and the successful applicant will be required to pass a medical examination and to contribute to the appropriate Superannuation Fund.

Forms of application and further particulars with regard to the appointment may be obtained from Mr. G. E. Pegram, Administrative Offices, Laurie Square, Romford.

E. S. HOLCROFT,
Clerk of the County Council.

County Hall,
Chelmsford.
18th April, 1939. (869)

### EAST SUFFOLK AND IPSWICH HOSPITAL, IPSWICH

EXPERIENCED **Medical Ward Sister** required. Salary according to experience, together with uniform, etc.

**Also Junior Night Sister** with C.M.B. certificate required.

Salary according to experience, together with uniform, etc.

Superannuation Scheme in force.

Apply Matron, giving full particulars. (1035)

### BOROUGH OF MANSFIELD

FOREST HOSPITAL, SOUTHWELL ROAD, MANSFIELD.

WANTED, **Ward Sister**, S.R.N., F.S.R.N., for small hospital of 40 beds.

**Salary £90—£5—£100.**

**One Staff Nurse, F.S.R.N. Salary £65—£5—£75. £1 per week holiday grant in each case. The use of full uniform after one month's satisfactory service.**

**Application forms from Matron.** (49)

**ST. HELENS CORPORATION HOSPITALS**

FUCLESTON HALL SANATORIUM FOR TUBERCULOSIS

REQUIRED—**Ward Sister** for the above Hospital (70 beds).

Salary £90 per annum, rising by annual increments of £5 to £110 per annum, with board residence, uniform, etc. Superannuation Scheme in force.

Forms of application may be obtained from MATRON, Peasley Cross Isolation Hospital, St. Helens, Lancs., to whom they must be returned not later than Friday, the 5th May, 1939.

Canvassing members of the Council or Committees of the Corporation will be a disqualification. (947)

**CORPORATION OF BIRMINGHAM**

CITY SANATORIUM, YARDLEY GREEN ROAD
336 BEDS

SISTER required for Male Dining and Recreation Hall.

Salary £95, rising by £5 per annum to £150. Uniform provided.

Apply with references to MATRON. (752)

**COUNTY BOROUGH OF PRESTON**

SHAROE GREEN HOSPITAL
(250 BEDS)

APPLICATIONS for the post of **Ward Sister** are invited from fully qualified and State-registered Nurses.

Salary £90-£100 with full board, laundry and uniform.

The selected candidate must pass a medical examination.

Application forms and further details of appointment may be obtained from the MEDICAL SUPERINTENDENT, Sharoe Green Hospital, Fulwood, Preston, to whom they should be returned by Saturday, 6th May. (711)

**COUNTY COUNCIL OF MIDDLESEX**

SPRINGFIELD MENTAL HOSPITAL, UPPER TOOTING, S.W.17

WARD **Sister** required. Must be S.R. General-trained Nurse, and hold final certificate of R.M.P.A. Theatre experience essential. Age not over 35 years.

Salary £2 2s. 7d. per week, with emoluments of board, lodging, laundry and uniform, valued at £1 0s. 10d. per week. Leave 2½ days per week and 2 weeks every six months.

Appointment subject to Asylums Officers' Superannuation Act, 1909.

Apply to MEDICAL SUPERINTENDENT. (1036)

**THE GENERAL HOSPITAL, LOUGHBOROUGH**

84 BEDS

THEATRE **Sister,** S.R.N., required, with experience as Sister, willing to assist in Nurses' Home duties.

Salary £90—£100. Pension Scheme in force. Uniform provided.

Apply, with full particulars and Matron's name for reference, to MATRON. (945)

**NEWARK HOSPITAL**

66 BEDS

THEATRE **and Private Ward Sister** (11 beds) required towards the end of May.

Commencing salary £80 per annum, increasing to £100; C.M.B. £5 extra. Federated Superannuation Scheme in force.

Apply, with full details as to experience and Matron's name for reference to the MATRON. (1077)

## MIDDLESEX COUNTY COUNCIL

APPLICATION forms obtainable for the undermentioned appointments by sending stamped addressed foolscap envelope to "The Matron 'D'" of the appropriate hospital. Canvassing, direct or indirect, disqualifies.

MASSEUSE*

**NORTH MIDDLESEX COUNTY HOSPITAL, EDMONDON, N.18**

Non-resident, C.S.M.M.G. and M.E. certificates required. Must be experienced Salary £185 by £7 10s. to £215 per annum with meals on duty. Uniform and laundry

ASSISTANT IN ELECTRICAL DEPARTMENT.*

**WEST MIDDLESEX COUNTY HOSPITAL, ISLEWORTH, MIDDLESEX.**

Non-resident. C.S.M.M.G., M.E. and L.E.T. certificates required. Salary £185 by £7 10s. to £215 per annum with meals on duty, uniform and laundry thereof. Four weeks annual leave.

STAFF NURSE MIDWIFE.*

**HILLINGDON COUNTY HOSPITAL, UXBRIDGE, MIDDLESEX**
**REDHILL COUNTY HOSPITAL, EDGWARE, MIDDLESEX.**

Resident. Must be State-registered Nurses and State Certified Midwives with experience in maternity nursing. Day or night duty. Salary £95 by £5 to £110 per annum with full residential emoluments.†

STAFF NURSES.*

**REDHILL COUNTY HOSPITAL, EDGWARE, MIDDLESEX.**

Resident. (*a*) General (with experience).

(*b*) For ear, nose and throat department.

Salary £85 by £5 to £100 with full residential emoluments. Must be State-registered Nurses and if also State Certified Midwives are paid an additional £5 per annum.†

**COUNTY SANATORIUM, HAREFIELD, MIDDLESEX.**

Resident (*a*) For Operating theatre and surgical work with a good knowledge of each;

(*b*) For general ward duty.

Salary £90 by £5 to £105 per annum with full residential emoluments. Must be State-registered Nurse and if in possession of the Tuberculosis Association Certificate are paid an additional £5 per annum.†

TEMPORARY STAFF NURSES.

**WEST MIDDLESEX COUNTY HOSPITAL, ISLEWORTH, MIDDLESEX.**

Non-resident for holiday duty. Salary £85 per annum, with a non-resident allowance of £70 and meals on duty, uniform and laundry thereof. Day or night duty. Must be State-registered nurses and if also State Certified Midwives are paid an additional £5 per annum.†

ASSISTANT NURSES.*

**COUNTY SANATORIUM, HAREFIELD, MIDDLESEX.**

Resident. Tuberculosis Association Certificate essential. Salary £75 by £2 10s. to £80 per annum with full residential emoluments.†

* Medical examination in connection with pension scheme.
† Forty-eight hour working week.

C. W. RADCLIFFE,
Clerk of the County Council.

Guildhall,
Westminster. (972)

**ROYAL NATIONAL ORTHOPAEDIC HOSPITAL, STANMORE, MIDDLESEX**

320 BEDS

THEATRE **Sister,** with experience, required. Salary £85 per annum with uniform. Superannuation Scheme in force.

Apply MATRON. (962)

**CONNAUGHT HOSPITAL, ORFORD ROAD, E.17**

REQUIRED, a fully trained and experienced **Sister** for holiday relief through summer. Must have had Ward Sister's experience. Candidates with Theatre experience preferred. Apply by letter or personally with testimonials to MATRON. (959)

**BRISTOL ROYAL HOSPITAL FOR SICK CHILDREN AND WOMEN**
**(Usually known as the Children's Hospital)**
**ST. MICHAEL'S HILL, BRISTOL, 2**

SISTER, S.R.N. and S.R.C.N., required for Medical Wards.

Also **Staff Nurses,** S.R.N. or S.R.C.N.

Apply, with full particulars, to the MATRON. (163)

**THE GLOUCESTERSHIRE ROYAL INFIRMARY AND EYE INSTITUTION, GLOUCESTER**

TWO Resident **Assistant Masseuses** required with M.M.G., M.E., L.E.T.

Commencing salary £80. Uniform, board and laundry provided.

Apply with full particulars to MATRON. (710)

## SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

APPLICATIONS are invited for the following appointments :—

**In all the undermentioned cases, except non-resident appointments, emoluments consist of full board, residence, laundry and uniform, together valued for superannuation purposes at £70 per annum, and are additional to the salary stated.**

**WARD SISTER** at
**Kingston County Hospital, Wolverton Avenue, Kingston-upon-Thames**

Candidates must be State Registered Nurses and should preferably possess some experience as Ward Sister. Commencing salary £95 p.a., rising by annual increments of £5 to £115 p.a.

**HOLIDAY SISTER** at
**Epsom County Hospital, Dorking Road, Epsom**

Candidates must be State-registered Nurses and preferably State Certified Midwives. Salary £95 p.a.

**RELIEF SISTER and HOLIDAY SISTERS** at
**Surrey County Sanatorium, Milford, Near Godalming**

Candidates must be State-registered Nurses and should preferably have had experience of nursing Tuberculosis cases. Commencing salary £95 per annum, rising by annual increments of £5 to £115 per annum.

**MATERNITY STAFF NURSES** at
**Kingston County Hospital, Woverton Avenue, Kingston-upon-Thames**
**Warren Road Hospital, Guildford**
**Redhill County Hospital, Earlswood Common, Redhill**

Candidates must be State Registered Nurses and State Certified Midwives. Commencing salary £85 per annum, rising by annual increments of £5 to £95 per annum.

**STAFF NURSES** at
**Cumberland House, Whitford Gardens, Mitcham**
**Dorking County Hospital, Horsham Road, Dorking**
**Warren Road Hospital, Guildford**
**Kingston County Hospital, Wolverton Avenue, Kingston-upon-Thames**
**Redhill County Hospital, Earlswood Common, Redhill**
**Surrey County Sanatorium, Milford, nr. Godalming**

Candidates must be State Registered Nurses. Commencing salary £80 per annum, rising by increments of £5 annually to £90 per annum.

**THEATRE STAFF NURSES** at
**Kingston County Hospital, Wolverton Avenue, Kingston-upon-Thames**

Candidates must be State Registered Nurses. Commencing salary £80 p.a., rising by annual increments of £5 to £90 p.a.

**STAFF NURSES (Isolation Wards)** at
**Warren Road Hospital, Guildford**

Candidates must be State Registered Nurses, Fever trained and/or State Certified Midwives. Commencing salary £80 per annum, rising by annual increments of £5 to £90 per annum.

**STAFF NURSES AND HOLIDAY STAFF NURSES (Special Trained only)** at
**Surrey County Sanatorium, Milford, Nr. Godalming**

Candidates must be Fever or Tuberculosis trained. Commencing salary £70 p.a., rising by annual increments of £5 to £85 p.a.

Application forms and full particulars of these appointments may be obtained on application to the MATRON of the Hospital or Sanatorium at which an appointment is desired.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
28th April, 1939. (1072)

### CIVIL ISOLATION HOSPITAL, ALDERSHOT

WARD **Sister** required. S.R.N., R.F.N. Salary £90 per annum. Uniform supplied. Superannuation Scheme in force. Apply with reference to MATRON. (946)

### ROYAL HALIFAX INFIRMARY

250 BEDS

REQUIRED. **Holiday Masseuse.** Salary £175, non-resident. Lunch and tea provided. Federated Superannuation Scheme in force.

Apply, with full particulars of training, to the MATRON. (402)

### CONNAUGHT HOSPITAL, ORFORD ROAD, E.17

REQUIRED immediately, **Sister** for temporary duty owing to illness.

Must have had Ward Sister's experience. Apply by letter or personally with testimonials to MATRON. (961)

### THE ROYAL INFIRMARY, SHEFFIELD

EMERGENCY vacancy for **Pupil Housekeeper** on May 1st.

Four months' course. Certificate given. Candidate must be State-registered.

Apply to MATRON. (665)

### ROYAL CORNWALL INFIRMARY, TRURO

NEW BUILDING. 185 BEDS

RECOGNISED TRAINING SCHOOL

New Nurses' Home in extensive grounds with Tennis Courts

JUNIOR **Sisters** required immediately and for Holiday duty. Salary £70, rising annually.

**Also Probationers** required. Aged 18 to 30 years. Four years training. Good standard of education. Salary £20—£25—£30—£35 p.a.

All uniform provided from commencement of training. Lectures given by medical staff and resident sister tutor.

Address applications to the MATRON. (1067)

### LANCASHIRE COUNTY COUNCIL

WARD **Sister** required for Elswick Sanatorium, near Preston.

Salary £85 per annum, rising to £120, plus £8 per annum uniform allowance, together with board, lodging and laundry.

Special forms of treatment are given at this Sanatorium, and the Sister will be required to take charge of the theatre.

Candidates must be State-registered, have Sanatorium experience and be under 40 years of age.

Selected candidates will be required to pass a medical examination and contribute 5 per cent. of salary to superannuation scheme.

Applications, with testimonials, to be forwarded to the MATRON, Elswick Sanatorium, Elswick, near Preston.

G. LISSANT COX,
Central Tuberculosis Officer. (705)

### THE GLOUCESTERSHIRE ROYAL INFIRMARY AND EYE INSTITUTION, GLOUCESTER

MEDICAL **Ward Sister** required. Must have held Sister's post.

Salary £80, rising £5 to £100. Federated Superannuation Scheme in force.

Apply to the MATRON. (709)

### BRIDGWATER GENERAL HOSPITAL, SOMERSET

TRAINING SCHOOL FOR NURSES

REQUIRED, **Theatre Sister,** who also has charge of several private wards. C.M.B. Certificate essential.

Salary £85. Superannuation Scheme in force.

Apply to the MATRON. (749)

### NATIONAL TEMPERANCE HOSPITAL, HAMPSTEAD ROAD, LONDON, N.W.1

SISTER required immediately for holiday duties.

Salary rate £90 p.a.

Apply to the MATRON. (1068)

### LOWESTOFT AND NORTH SUFFOLK HOSPITAL

HOLIDAY **Sister,** S.R.N., S.C.M. essential. Required May to September. Salary £85 p.a.

Apply MATRON, with Matron's name for reference. (1039)

### CONNAUGHT HOSPITAL, ORFORD ROAD, E.17

REQUIRED, **Holiday Relief Worker** for Massage and Electro-Therapeutic department for 3 months from June 15. Must be fully qualified. Resident preferred.

Apply MATRON. (1027)

### LANCASHIRE COUNTY COUNCIL

CHARGE **Sister** required for Chadderton Pulmonary Hospital, Royton (44 beds, female).

Salary £90 per annum, rising to £130, plus £8 per annum uniform allowance, together with board, lodging and laundry.

Special forms of treatment are given at this Hospital, and the Charge Sister will be required to take charge of the Hospital during the Matron's absence.

Candidates must be general trained and under 40 years of age.

Selected candidates will be required to pass a medical examination and contribute 5 per cent. of salary to Superannuation Scheme.

Applications, with testimonials, to be forwarded to the MATRON, Chadderton Pulmonary Hospital, Racefield, Royton, Oldham.

G. LISSANT COX,
Central Tuberculosis Officer.
(937)

### ROYAL EAST SUSSEX HOSPITAL, HASTINGS

HOUSEKEEPING **Pupil** required immediately owing to an unexpected vacancy. Four months' course. Certificate given.

**Two Staff Nurses** required, one for Theatre and one for Men's Medical Ward. Salary according to experience.

Apply, with Matron's name for reference, to the MATRON. (849)

### MACCLESFIELD GENERAL INFIRMARY

APPROVED TRAINING SCHOOL

HOLIDAY **Sister,** S.R.N., S.C.M., required at once.

Salary at the rate of £85 per annum. Board, laundry, etc., provided.

Apply with particulars to the MATRON. (831)

### THE ROYAL GWENT HOSPITAL, NEWPORT, MON.

(210 BEDS)

SISTER required, Children's Ward. S.R.N., S.R.C.N., certificate essential.

Salary commencing £85.

Apply to the MATRON. (839)

### GENERAL INFIRMARY, BURTON-ON-TRENT

HOLIDAY **Sister,** S.R.N. and S.C.M. required. June to October. Ward sister's experience essential.

Salary at the rate of £90 per annum. Federated Superannuation Scheme in force.

Apply, stating age, experience and Matron's name for reference to the MATRON. (1033)

### WEST KENT GENERAL HOSPITAL, MAIDSTONE

(135 BEDS)

SISTER required for Children's ward. Children's experience essential.

Federated Superannuation Scheme in force.

Apply the MATRON. (1024)

### BOROUGH OF SWINDON

MATERNITY HOME

THERE is a vacancy for the post of **Sister-Midwife** at the Corporation's Maternity Home and Training Centre.

Salary £95 per annum, rising to £130 per annum, with board residence.

Further information, together with the terms of the appointment, can be obtained from the undersigned.

DUNSTAN BREWER,
Medical Officer of Health.
Public Health Department,
Civic Offices,
Swindon. (935)

### MANCHESTER ROYAL INFIRMARY

X-RAY DEPARTMENT

APPLICATIONS are invited for a **Radiographer.** Candidates must be fully trained in Radiography and Radio-Therapy and hold the Diploma of Membership of the Society of Radiographers.

Salary £208 per annum.

Apply in writing not later than Thursday, 18th May, 1939, stating age and full particulars of previous experience to:—

F. J. CABLE,
General Supt. and Secretary.
21.4.39. (910)

### WILSON HOSPITAL, MITCHAM

SISTER for Children's Ward required Preference given to candidate with children's training. Salary £80 per annum.

Also **Theatre Sister** required. Salary £80 per annum. Must have had previous experience in Theatre work.

Apply MATRON. (590)

### VICTORIA HOSPITAL, BURNLEY

TEMPORARY **Ward Sister** required.

Salary £85 per annum. 48-hour week.

Apply, giving Matron's name for reference to the MATRON. (508)

### THE GUEST HOSPITAL, DUDLEY

TRAINING SCHOOL FOR NURSES

HOLIDAY **Sister** required June to September. Salary at the rate of £90 per annum.

Apply with particulars of training and experience to MATRON. (829)

### NATIONAL TEMPERANCE HOSPITAL, HAMPSTEAD ROAD, LONDON, N.W.1

VACANCY for **Pupil Housekeeper,** 6 months' course.

Applicants should have held a Sister's post.

Apply to the MATRON. (1066)

### DONCASTER ROYAL INFIRMARY

(185 BEDS)

ASSISTANT **Masseuse** required, duty to commence June 1st.

Salary £180 per annum, non-resident, lunch and tea daily.

Federated Superannuation Scheme in force.

Apply, with particulars, to MATRON. (918)

### ROYAL ALBERT EDWARD INFIRMARY, WIGAN

HOLIDAY **Sister** required June-September. Salary £85 per annum.

Also **Staff Nurses** for Holiday duty. Salary £70 per annum.

Apply, with full particulars, to the MATRON. (915)

### STOCKTON AND THORNABY HOSPITAL, STOCKTON-ON-TEES

(140 BEDS)

SISTER, S.R.N. (Out Patient Dept.). Salary £70—£75—£80. Uniform material. Federated Superannuation Scheme in force. Short holiday in autumn by arrangement.

Apply MATRON. (925)

### ESSEX COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT

APPLICATIONS are invited for the following appointments:—

**Ward Sisters** at St. Michael's Hospital, Braintree; St. Margaret's Hospital, Epping; St. Andrew's Hospital, Billericay; St. Peter's Hospital, Maldon; Orsett Institution and Saffron Walden Institution. Salary £100—£7 10s.—£130 p.a.

**Staff Nurses** at Orsett Institution; St. Peter's Hospital, Maldon; St. Margaret's Hospital, Epping (non-resident). Salary £80—£7 10s.—£95 p.a.

**Assistant Nurses** at St. Michael's Hospital, Braintree; St. Margaret's Hospital, Epping (non-resident); St. Peter's Hospital, Maldon. Salary £50—£7 10s.—£65 p.a.

Apartments, rations, laundry and use of uniform, etc., are provided in each case, and valued for superannuation purposes at £70 per annum. Some nurses will be allowed to live outside the Hospitals in accommodation approved and paid for by the Committee within certain limits.

The salaries will not necessarily commence at the advertised figure but may be increased in accordance with age and experience.

A fortnight's holiday will be allowed after each six months' service.

The appointments will carry superannuation rights and will be subject to medical examination.

Application forms may be obtained by sending a stamped addressed envelope to the PUBLIC ASSISTANCE OFFICER, Waterloo Lane, Chelmsford, and stating clearly for which post the form is required.

By Order,
E. S. HOLCROFT,
Clerk of the County Council.
County Hall,
Chelmsford.
25th April, 1939. (974)

### ROYAL LIVERPOOL CHILDREN'S HOSPITAL, HESWALL, CHESHIRE

WARD **Sister** required for open-air Medical Ward. Must be S.R.N. and have children's training.

Salary £80, rising to £100. F.S.S.N. in force.

Apply with testimonials to MATRON. (914)

### WESTMINSTER HOSPITAL, S.W.1

WARD **Sister** required for Private Patients. Must have had previous experience and hold the C.M.B. Certificate.

Apply, with recent testimonials, to the MATRON. (933)

### MANCHESTER NORTHERN HOSPITAL, MANCHESTER, 8

HOLIDAY **Sister** required June 1st, for four months. S.R.N.

Salary £80 p.a. Uniform provided.

Apply with Matron's name for reference, and details of experience, to MATRON. (926)

### COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY

MAIN HOSPITAL. 307 BEDS
ALCOCK CONVALESCENT HOSPITAL. 40 BEDS

APPLICATIONS are invited for the post of **X-Ray Assistant.** Non-resident.

Must be a member of the Society of Radiography.

Salary £200 per annum, and Pension Scheme.

Applications should be made immediately to the MATRON. (996)

## CITY OF BIRMINGHAM

COLESHILL HALL

(COLESHILL AND MARSTON GREEN DIVISIONS)

COLESHILL HALL is a Colony for mental defectives of both sexes and all ages. Applications are invited for **Ward Sisters** for both Divisions. Candidates must be general trained and State-registered.

Salary £95 by £5 to £150 per annum, with usual residential emoluments amounting in value to £75 per annum for superannuation purposes.

An additional £15 per annum is granted if holding, or on obtaining the Certificate of the Royal Medico-Psychological Association, for which classes are held at the Colony.

Annual leave at the rate of three weeks per annum, after the first six months' satisfactory service. Appointments are pensionable on the successful candidates passing the required medical examination.

Application forms may be obtained from the MEDICAL SUPERINTENDENT, Coleshill Hall, Coleshill, near Birmingham. (881)

## MANSFIELD AND DISTRICT GENERAL HOSPITAL, MANSFIELD, NOTTS

MASSEUSE required for holiday duty. Seven in Department.

Salary according to scale, and travelling expenses.

All C.S.M.M.G. certificates essential.

Apply for further particulars to MATRON. (878)

## GLOUCESTERSHIRE JOINT BOARD FOR TUBERCULOSIS

HOLIDAY **Sister** required for June 1st; must be general trained; tuberculosis training an advantage.

Salary £85 per annum and £8 uniform allowance.

Apply, stating age and experience, with Matron's name for reference, to MATRON, Standish House, Stonehouse, Glos.

RICHARD L. MOON,
Clerk of the Joint Board. (877)

## CITY OF LEEDS

PUBLIC HEALTH DEPARTMENT

ST. JAMES'S HOSPITAL
(1,330 BEDS)

FEMALE **Locum Radiographer** (non-resident) required for about three months.

Salary £4—£5 per week, according to experience. Candidates must hold the M.S.R. Certificate.

Apply immediately, stating age and experience, and enclosing recent testimonials, to the MATRON, St. James's Hospital, Beckett Street, Leeds, 9.

Canvassing in any form, either directly or indirectly, will be a disqualification. (869)

## ROYAL VICTORIA AND WEST HANTS HOSPITAL, SHELLEY ROAD, BOURNEMOUTH

JUNIOR **Sister** for the Private Wards Theatre.

Salary £80 per annum and uniform. Federated Superannuation Scheme in force.

Apply, giving full particulars of training, to MATRON. (901)

## WEST KENT GENERAL HOSPITAL, MAIDSTONE

(135 BEDS)

CASUALTY **Night Nurse** required. Must be able to relieve Night Sister. Federated Superannuation Scheme in force.

Apply the MATRON. (1025)

## LEICESTERSHIRE COUNTY COUNCIL

THE Council invite applications for the following appointments, viz :—

BOSWORTH PARK INFIRMARY (MAINLY CHRONIC SICK)

**Assistant Nurses.**

LOUGHBOROUGH INSTITUTION

**Sister** with C.M.B. (Alternate day and night duty.) Annual salary £90, rising to £100.

MELTON MOWBRAY INSTITUTION

**Trained Nurses** with C.M.B. (Alternate day and night duty.) Annual salary £90, rising to £100.

**Assistant Nurses.**

Salaries for appointments of Assistant Nurses are :—

Without previous experience, £45 per annum.

With approved experienced : 1 year, £50 per annum; 2 years, £55 per annum; 3 years, £60 per annum.

Rising in all cases to £65 per annum.

The appointments will be with board, apartments, washing and an allowance of uniform in accordance with the Council's scale.

The appointments are designated posts for the purposes of Superannuation.

Applications, in candidate's own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials, should be forwarded to the PUBLIC ASSISTANCE OFFICER, Leicestershire County Council, 6, St. Martin's, Leicester, forthwith.

LUCAS E. RUMSEY,
Clerk of the County Council.

County Offices,
Leicester.
20th April, 1939. (871)

## KENT AND SUSSEX HOSPITAL, TUNBRIDGE WELLS

RESIDENT **Radiographer** required for holiday duties for 2 months from 1st July.

Salary £90 p.a.

Apply to MATRON. (894)

## COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY

SISTER wanted for Maternity Ward of 16 beds. Must be general trained, have her C.M.B. and qualifications to teaching and preparing pupils for their C.M.B. Examination (Section B).

Salary according to experience, with material for indoor uniform. Federated Superannuation Scheme in force. (893)

## KENT AND SUSSEX HOSPITAL, TUNBRIDGE WELLS

JUNIOR Resident **Radiographer** (of 4) required.

Salary £80 p.a., rising by annual increments of £5 to £90.

Apply to MATRON. (896)

## COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY

X-RAY **Assistant** wanted. Non-resident. Must have had some experience in Radiography and Developing.

Salary £200 per annum, with lunch and tea provided.

Pension Scheme in force.

Apply MATRON, Coventry and Warwickshire Hospital, Coventry. (889)

## CAMERON HOSPITAL, WEST HARTLEPOOL

SISTER for holiday relief required, May to September. Housekeeping experience an advantage.

Salary at the rate of £80 per annum.

Uniform provided.

Apply, stating age with full particulars to MATRON. (994)

## LONDON JEWISH HOSPITAL, STEPNEY GREEN, E.1

GENERAL HOSPITAL. 109 BEDS.

THEATRE **Sister** required.

Salary at the rate of £75 per annum, increasing £5 annually to a maximum of £100 plus uniform.

Applications to the MATRON, stating age and full particulars of training and experience and giving a Matron's name as reference.

F.S.S.N. in force. (1001)

## HORTON GENERAL HOSPITAL, BANBURY

COMPLETE TRAINING SCHOOL FOR NURSES

SISTER required for male ward. S.R.N., S.C.M. Salary £75 to £90.

**Also Holiday Sister** for end of July. Salary £80.

Superannuation Scheme in force.

Apply MATRON. (1008)

## NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT

(400 BEDS)

SISTER required to take charge of Out-patients Department. Previous experience in this work an advantage.

Salary £95—£5—£110 per annum. Federated Superannuation Scheme in force.

Apply with all particulars, to the MATRON. 25th April, 1939. (1006)

## THE QUEEN'S HOSPITAL FOR CHILDREN HACKNEY ROAD, LONDON, E.2

A SISTER required for Medical Ward and mother's flat. Must be registered on Children's and General register. C.M.B. certificate essential.

Salary £90 per annum. F.S.S. in force.

Apply LADY SUPERINTENDENT. (1012)

## CROYDON GENERAL HOSPITAL

QUALIFIED **Assistant Masseuse** required temporary duties (non-resident). Salary 3 guineas per week with uniform and partial board.

Apply with full particulars and names for reference, to the MATRON. (1011)

## CHESTERFIELD AND NORTH DERBYSHIRE ROYAL HOSPITAL.

(220 BEDS.)

THEATRE **Sister** wanted at once. Salary £85. Federated Superannuation Scheme in force. Good experience essential. General and gynaecological. Very busy theatre wide variety of cases.

Apply to the MATRON, giving full details of experience. (1017)

## SELLY OAK HOSPITAL, BIRMINGHAM 29

MASSAGE AND ELECTRO-THERAPEUTIC DEPARTMENT

APPLICATIONS are invited for the position of **Masseuse.**

Candidates should hold the triple qualifications and L.E.T. certificate, and have had experience since training.

Commencing salary 79s. weekly.

Apply by letter, in the first instance, to the MATRON. (985)

## KENT AND SUSSEX HOSPITAL, TUNBRIDGE WELLS

RESIDENT **Assistant Radiographer** required. Salary £90 p.a., rising by annual increments of £5 to £100.

Alppy to MATRON. (895)

### THE SOUTH LONDON HOSPITAL FOR WOMEN AND CHILDREN, CLAPHAM COMMON, S.W.4

SECOND **Theatre Sister** required. Previous Theatre experience essential.
Commencing salary £75, rising. Pension Scheme in force.
Apply MATRON. (904)

### CAMERON HOSPITAL, WEST HARTLEPOOL

ASSISTANT **Radiographer** required for holiday duty. Possibility of permanent post later.
M.S.R. essential.
Salary according to experience. (995)

### ERITH BOROUGH COUNCIL

MATERNITY HOME
(6 BEDS)

THE Council invite applications for the appointment of **Midwife** at the "Hainault" Maternity Home, Lesney Park Road, Erith, at a salary of £75 per annum, rising, subject to satisfactory service, by annual increments of £5 to £85 per annum, plus £5 uniform allowance, with board, lodging and laundry in the Institution.

Applicants must hold a General training Certificate and the C.M.B. Certificate.

The appointment will be subject to the Council's Standing Orders, Regulations and Resolutions governing Staff and to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Applications must be made on forms obtainable from the MEDICAL OFFICER OF HEALTH, Council Offices, Erith, to whom they should be returned to reach him not later than noon on Monday, the 15th May, 1939, endorsed "Midwife, 'Hainault' Maternity Home."

Canvassing either directly or indirectly will disqualify.

DOUGLAS S. TWIGG,
Town Clerk.

Council Offices,
Erith.
25th April, 1939. (977)

### QUEEN'S INSTITUTE OF DISTRICT NURSING

SCOTTISH BRANCH

QUEEN'S **Nurse** wanted for Helensburgh; cyclist.
Salary according to scale.
Apply SUPERINTENDENT, 26, Castle Terrace, Edinburgh. (998)

### SELLY OAK HOSPITAL, BIRMINGHAM, 29

STAFF **Midwives** required. Candidates must be State-registered Nurses on the General Part of the Register and holding the Certificate of the Central Midwives Board. Salary to commence £75 per annum, rising to £95, with full uniform.

Also fully trained **Nurses** to take Midwifery Training Part "A." Fees £20 or free training with salary and service.

Apply to the MATRON for full particulars. (987)

### SOUTHEND MUNICIPAL HOSPITAL, ROCHFORD, ESSEX

STAFF **Midwives** required. Applicants to be General trained, S.R.N. and S.C.M.

Salary £80 per annum, rising by annual increments of £5 to £90 per annum, with residential emoluments and uniform. If non-resident living out allowance £84 10s. per annum.

Applications, giving age and particulars of training, to be sent to the MATRON. (933)

### ILFORD COUNCIL MATERNITY HOME

APPOINTMENT OF MIDWIVES

SALARY £80 per annum, rising by annual increments of £5 to £90; uniform provided. Applicants must hold the C.M.B. Certificate.

The appointment is a superannuated one and is subject to a satisfactory medical examination by the Medical Officer of Health.

Applicants must be willing to do night duty when required; a sum during holidays in lieu of maintenance is allowed.

All applications in writing, giving experience, qualifications, age and full particulars of training to be made immediately to the MEDICAL OFFICER OF HEALTH, Public Health Offices, Valentines Mansion, Ilford.
26th April, 1939. (1026)

### QUEEN'S INSTITUTE OF DISTRICT NURSING, SCOTTISH BRANCH.

EX-QUEEN'S **Nurses**.—Any Ex-Queen's Nurse wishing to rejoin for work under the Institute can be considered for vacancies.

Particulars as to changes in Salaries and Pensions will be sent on application to the SUPERINTENDENT FOR SCOTLAND, 26, Castle Terrace, Edinburgh. (81)

### BON AIR NURSING HOME, ST. SAVIOUR, JERSEY, C.I.

NURSES required.
Salary: S.R.N., £85 p.a. S.R.N., S.C.M., £90 p.a.
£5 p.a. in lieu of uniform.
Apply MATRON. (955)

### WORCESTERSHIRE COUNTY COUNCIL

THE LUCY BALDWIN MATERNITY HOSPITAL, STOURPORT-ON-SEVERN

NURSE, S.R.N., with C.M.B. Certificate, required at the above named Hospital.
Commencing salary £80 per annum, rising to £100 with a uniform allowance of £8 per annum.
For further details apply MATRON. [N.173.] (983)

### QUEEN'S INSTITUTE OF DISTRICT NURSING

SCOTTISH BRANCH

THERE are vacancies in the Central Training Home, Edinburgh, for trained Nurses who wish to train as Queen's Nurses. Nurses not holding the C.M.B. Certificate are given this training after completion of District Training.
Further particulars may be had from the SUPERINTENDENT, 26, Castle Terrace, Edinburgh. (51)

### ROYAL CRIPPLES HOSPITAL, BIRMINGHAM

FORELANDS HOSPITAL SCHOOL, BROMSGROVE, WORCESTERSHIRE.

GENERAL trained **Staff Nurse** required. Salary £75 p.a. F.S.S. in force. 96-hour fortnight.
Apply, stating age and experience to the MATRON.
**Assistant Nurse** required with Orthopaedic experience. Salary according to experience. (1023)

### DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18

INCREASE OF STAFF FOR NEW MATERNITY DEPARTMENT

THERE are vacancies for **Staff Midwives**, commencing salary £80 p.a.
Also for fully trained **Nurses** to take Midwifery Training Part A. Fees £20 or free training with salary and service.
For particulars apply to MATRON. (114)

### GLOUCESTER DISTRICT NURSING SOCIETY

DISTRICT **Midwife**, S.R.N., wanted May (end). Salary £90—£110 according to experience. Uniform. Holiday allowance. F.S.S.
Holiday **Midwife** May-September. S.R.N. not essential. Salary from £80.
Apply SUPERINTENDENT, 14-18, Clarence Street, Gloucester. (1002)

### CITY OF LEICESTER

ISOLATION HOSPITAL AND SANATORIUM

THEATRE **Staff Nurse** required.
Salary commencing at £80 p.a.
The post is designated under the Local Government Superannuation Act, 1937.
Form of application and list of duties may be obtained from the MATRON, City Isolation Hospital and Sanatorium, Groby Road, Leicester.

WILFRID CARR,
Secretary.

Health Department,
Grey Friars,
Leicester.
28th April, 1939. (993)

### KING'S COLLEGE HOSPITAL, DENMARK HILL, LONDON, S.E.5

TRAINED and State-registered Nurses are required for the Private Patients' Wing. S.C.M. certificate an advantage.
Salary £70 p.a., rising by £10 yearly increments to £80. Uniform found. Federated Superannuation Scheme in force.
Apply with full particulars of training and experience, to the SISTER MATRON. (600)

### DERBYSHIRE COUNTY COUNCIL

ASHBOURNE MATERNITY HOME

FULLY trained **Nurse** required with C.M.B. Certificate.
Salary £90 per annum. Board and laundry provided, and an allowance of £5 per annum for uniform.
The Nurse appointed will reside in the Home and assist with the duties of the Home.
The appointment is a designated post under the Local Government and other Officers' Superannuation Act. The successful candidate will be required to pass a medical examination.
No special application form is issued, but applications, with copies of recent testimonials, should be sent to the COUNTY MEDICAL OFFICER, New County Offices, Derby, not later than May 4th, 1939. (758)

### CARDIFF ROYAL INFIRMARY

490 BEDS

STAFF **Nurses** required for the Maternity Department. Applicants must be fully trained with C.M.B. Certificate.
Salary £70 per annum.
For further particulars apply to THE MATRON. (997)

### ROYAL BERKSHIRE HOSPITAL, READING

NURSES wanted. (S.R.N.) for Private Nursing Staff. Federated Superannuation Scheme in force.
Salary £75—£85 per annum, with uniform.
Apply to the MATRON. (52)

### SOUTH LONDON HOSPITAL FOR WOMEN, CLAPHAM COMMON, S.W.4

(140 BEDS)

STAFF **Nurses** required. Commencing Salary £70. Pensions scheme. 48-Hour week in force.
Apply MATRON. (1075)

## LUTON AND DUNSTABLE HOSPITAL, LUTON, BEDFORDSHIRE

THE above Hospital of 170 beds, which has replaced the Bute Hospital, is opening additional ward accommodation for patients. Applications for the following posts are invited :—

**Staff Nurses,** S.R.N., for wards, theatres, and other departments, one required with V.D. Clinic experience. Salary £70—£75.

**Probationer Nurses.** Commencing salary £25. Application is to be made to the General Nursing Council to be approved as a Complete Training School, and a full time Sister-Tutor will then be in residence.

The usual emoluments are additional to the annual salaries stated, and the Federated Superannuation Scheme is in force.

Application, with full particulars, when disengaged, and Matron's name for reference, to be made to the MATRON, Luton and Dunstable Hospital, Luton, Bedfordshire. (1007)

## BRISTOL ROYAL HOSPITAL FOR SICK CHILDREN AND WOMEN (Usually known as the Children's Hospital), ST MICHAEL'S HILL, BRISTOL 2.

STATE-registered **Nurses** required for the above Hospital, which is a recognised training school for sick children's nurses.

Candidates will be prepared for the examinations of the General Nursing Council (Children's register).

Salary first year, £50; second year, £60; with material for uniform.

Apply with full particulars to the MATRON, Children's Hospital, St. Michael's Hill, Bristol. (87)

## COUNTY BOROUGH OF PRESTON

SHAROE GREEN HOSPITAL

**Staff Nurses—Maternity Ward**

APPLICATIONS are invited from State-registered Nurses holding the certificate of the Central Midwives Board.

Salary £70 by £5 to £80 per annum with residential emoluments, laundry and uniform.

Application forms can be obtained from the MEDICAL SUPERINTENDENT, Sharoe Green Hospital, Fulwood, Preston. (712)

## CROYDON GENERAL HOSPITAL

200 BEDS

STAFF **Nurses** required for Male and Female Wards.

Salary commencing £60 p.a., with uniform. Superannuation Scheme in force.

Apply, with full particulars and names for reference, to the MATRON. (1010)

## BOROUGH OF BASINGSTOKE

ISOLATION HOSPITAL

STAFF **Nurse** required. Must be R.F.N. Age 28-36. Salary £75—£5—£85. Uniform supplied and board wages of £1 per week paid during annual holiday.

Apply, with full particulars, to the MATRON. (1009)

## QUEEN'S NURSES

VACANCIES for fully trained **Nurses** to qualify as Queen's Nurses.

Salary and uniform given during six months' training. Nurses holding Health Visitors' Certificate can train in 4 months. Revised scale of salaries for Queen's Nurses £70 to £110 and all found. Varied types of work including district nursing, midwifery and sometimes Public Health duties. Posts available in town and country districts in many parts of England and Wales.

For particulars apply QUEEN'S INSTITUTE OF DISTRICT NURSING, 57, Lower Belgrave Street, London, S.W.1. (1059)

## THE BIRMINGHAM UNITED HOSPITAL

THE QUEEN ELIZABETH HOSPITAL

STAFF **Nurses.**

Vacancies during the Summer and early Autumn will arise for **Staff Nurses** whose services are urgently required in large numbers to complete the opening of the remaining wards and departments at this new Hospital of over 500 beds. Salary £70—£80, together with the usual emoluments and participation in the F.S.S.N.H.O.

**Student Nurses.**—Applications will also be considered for admission to the Training School for Nurses.

Apply to the MATRON, The Queen Elizabeth Hospital, Birmingham, 15. (1016)

## CITY AND COUNTY OF BRISTOL

DEPARTMENT OF PUBLIC HEALTH

WANTED—**Staff Nurses,** S.R.N.

Salary £80 per annum, rising by annual increments of £5 to £90 per annum, plus 7s. 6d. per month travelling allowance, and usual residential emoluments.

Apply MATRON, Frenchay Park Sanatorium and Orthopaedic Hospital, Frenchay, Bristol. (1019)

## ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7

STAFF **Nurses** required for the Maternity Section in St. David's Wing for Private Patients.

Commencing salary £75 per annum with board, residence, uniform and laundry. Superannuation Scheme in force.

Applications should be addressed to the MATRON at the Hospital. (714)

## SEVERALLS MENTAL HOSPITAL, COLCHESTER

STAFF **Nurses** required, not over 35 years of age, experienced, with either R.M.P.A. or G.N.C. Mental Nursing certificate.

Gross wages £137 16s. per annum to commence; deduction for board, attendance, lodging and washing at the rate of £1 3s. 4d. per week. Uniform free. Leave two days per week and two weeks on completion of every six months of service.

For form of application apply to the MEDICAL SUPERINTENDENT. (86)

## LYTHAM HOSPITAL, LYTHAM, LANCS

43 BEDS

TWO **Staff Nurses** required, one with Theatre experience. Salary commencing £65 per annum; uniform material provided. —Apply with Matron's name for reference. (1062)

## SOUTHEND-ON-SEA GENERAL HOSPITAL

VACANCY for **S.R.N.** in Skin and X-Ray Department. Salary £65-£5-£80. Every week-end and evenings free.

And for S.R.N. in Private Patients' Ward for night duty. Salary £75.

Also for Staff Midwife, day duty. Salary £70.

F.S.S. in force.

Apply MATRON. (1060)

## CITY OF BIRMINGHAM

BABIES' HOSPITAL, CANWELL HALL, SUTTON COLDFIELD

STAFF **Nurse** required. Uniform provided. Salary according to qualifications, the respective scale being as follows:—Children's Trained Nurses £65 to £85 per annum. General Trained Nurses £75 to £95 per annum.

Applications, giving full particulars and two names for reference should be made to the MATRON. (1054)

## GLOUCESTERSHIRE COUNTY COUNCIL

INVITE applications for the following **Public Assistance Appointments**:—

TEWKESBURY INSTITUTION

**Assistant Nurse.** Salary £55 a year, rising £5 a year to £65 a year, with rations, apartments, laundry and uniform. Applicants must have had at least two years' previous nursing experience.

The Local Government Superannuation Act, 1937, will be applicable to the above appointment and the successful applicant will be required to pass a medical examination.

WESTBURY-ON-SEVERN INSTITUTION

**Junior Nurse.** Salary £35 a year, rising £5 a year to £45 a year, with rations, apartments, laundry and uniform.

Forms of application may be obtained from the PUBLIC ASSISTANCE OFFICER, 2, College Street, Gloucester, to be returned to him not later than the 6th May, 1939. Canvassing, directly or indirectly, will be a disqualification.

RICHARD L. MOON,
Clerk of the County Council.
(1022)

## ESSEX COUNTY COUNCIL

COUNTY CONVALESCENT HOME, DOVERCOURT

THE County Council of the Administrative County of Essex invite applications for the appointment of **Assistant Nurse** at the above Convalescent Home.

The salary will be at the rate of £50 per annum, rising subject to satisfactory service, by £7 10s. per annum to £65 per annum, together with emoluments valued at £70 per annum.

The appointment will be subject to the Council's Sick Pay Rules and Regulations, a copy of which will be forwarded on application, and the successful applicant will be required to pass a medical examination and to contribute to the appropriate Superannuation Fund.

Forms of application and further particulars with regard to the appointment may be obtained from the Sister-in-Charge of the Home.

E. S. HOLCROFT,
Clerk of the County Council.
County Hall,
Chelmsford.
17th April, 1939. (861)

## VICTORIA HOSPITAL, ROMFORD

31 BEDS
RE-BUILDING NOW

THEATRE **Staff Nurse** required, to take charge in Sister's absence.

Salary according to experience.

Apply with full particulars and photograph to MATRON. (1063)

## ROYAL PORTSMOUTH HOSPITAL

250 BEDS

STAFF **Nurse** required.

Salary £65 per annum, with uniform. Federated Superannuation Scheme in force.

Apply MATRON. (1030)

## CITY OF LEEDS

PUBLIC HEALTH DEPARTMENT

**ST. MARY'S INFIRMARY**

STAFF **Nurses** required with S.R.N. and C.M.B. Certificates for Maternity Wards. 48-hour week.

Salary £75 per annum. Uniform provided.

Apply MATRON, St. Mary's Infirmary, Greenhill Road, Armley, Leeds, 12.

Canvassing in any form either directly or indirectly will be a disqualification. (1006)

## CITY OF LEEDS

PUBLIC HEALTH DEPARTMENT

INFECTIOUS DISEASES HOSPITAL, SEACROFT

STAFF **Nurses.** General trained. State-registered Nurses required for one year's training for fever certificate.

Resident Sister-Tutor. Forty-eight hour week.

Salary £60 per annum.

Application forms may be obtained from the MATRON, City Hospitals, Seacroft, Leeds.

Canvassing in any form, either directly or indirectly, will be a disqualification. (984)

## THE KING EDWARD VII WELSH NATIONAL MEMORIAL ASSOCIATION

APPLICATIONS are invited from Nurses for the following posts at the Cefn Mably Tuberculosis Hospital, Michaelstone-y-vedw, near Cardiff.

(a) **Staff Nurses** (General trained). Salary £70 by £5 to £80 per annum.

(b) **Assistant Nurses.** Salary £50 by £5 to £55 per annum.

An allowance of £5 per annum will be paid in each case if in possession of the T.A. Certificate.

Applications, giving full particulars with copies of three recent testimonials, to be addressed to the MATRON. (981)

## CHELSEA HOSPITAL FOR WOMEN, ARTHUR STREET, CHELSEA, S.W.3

STAFF **Nurses** for General and Private Wards. Salary £70 p.a.

**Probationers.** Applicants must be well educated. The hospital is recognised by the General Nursing Council as an affiliated training school. Lectures given by members of the Honorary Staff and by a Resident Sister Tutor. Uniform is provided.

The Federated Superannuation Scheme is in force.

Staff Nurses are granted a Certificate after one year's service.

Applications to be made to the MATRON. (48)

## THE FORBES FRASER PRIVATE HOSPITAL BATH

WANTED, **Staff Nurses,** State-registered. C.M.B. an advantage. Willing to take day and night duty.

Salary £75 per annum, rising £2 10s. per annum to £85, and uniform material.

Federated Superannuation Scheme in force.

Apply, with names for reference (Matrons' essential), to the MATRON. (147)

## ROYAL BERKSHIRE HOSPITAL, READING

STAFF **Nurses** required. S.R.N., for increase of staff. Salary £70 p.a. £75 p.a. with C.M.B. certificate. Federated Superannuation Scheme in force.

Apply to the MATRON. (61)

## DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18

STAFF **Nurses** are required.

Candidates must be fully trained nurses, registered on the General Part of the Register.

Preference will be given to Nurses who have recently completed training and wish for further experience.

Salary with genera training only, £65 p.a.; with general and children's training, £70 p.a.; and with General and C.M.B., £75 p.a.

When applying, candidates should state in which branch they would like further experience.

Apply to MATRON at once. (59)

## FAZAKERLEY SANATORIUM, LONGMOOR LANE, LIVERPOOL, 9

STAFF **Nurses,** General trained, State-registered, for 12 months' tuberculosis experience (surgical and pulmonary). Opportunity of attending lectures and qualifying for Tuberculosis Association Certificate.

Salary £70, rising to £75 per annum, together with uniform and the usual residential allowances.

Apply MATRON for further information, etc. (980)

## CITY AND COUNTY OF NEWCASTLE-UPON-TYNE

CITY HOSPITAL FOR INFECTIOUS DISEASES (338 BEDS)

STAFF **Nurses** required immediately, Fever trained, State-registered.

Salary £70, rising by annual increments of £5 to £90 per annum, together with board, residence, laundry and uniform.

General trained State-registered **Nurses** required immediately for Fever training. Salary £65 per annum, together with board-residence, laundry and uniform.

The appointments will be subject to the provisions of the Local Government Superannuation Act, 1937.

Applications, stating age and particulars of training and experience, to be forwarded to the MATRON, City Hospital for Infectious Diseases, Walker Gate, Newcastle-upon-Tyne, 6. (670)

## BAY OF ISLANDS HOSPITAL BOARD, NEW ZEALAND

FIVE qualified female ward **Staff Nurses** are required by the above Board. Age limit 35 years. Nurses registered by the General Nursing Council are eligible for registration in New Zealand. Selected applicants will be provided with passage to New Zealand.

Commencing salary £120 per annum, rising by annual increments of £5 to £135 (New Zealand currency).

Further details can be obtained from the HIGH COMMISSIONER FOR NEW ZEALAND, 415, Strand, London, W.C.2, by whom applications will be received up to and including 27th May, 1939. (909)

## MATERNITY NURSING ASSOCIATION, 63-5, MYDDELTON SQUARE, E.C.1

DISTRICT **Staff Midwife,** S.R.N., S.C.N., required for holiday duty.

Salary according to experience. Superannuation Scheme.

Apply at once, stating experience and references to the MATRON. (906)

## FAZAKERLEY SANATORIUM, LONGMOOR LANE, LIVERPOOL, 9

STAFF **Nurses.** General trained, to take twelve months tuberculosis training. An opportunity is afforded of qualifying for the certificate of the Tuberculosis Association.

Salary £70—£75 per annum.

**Assistant Nurses,** experienced. Salary £60—£65 per annum.

Together with uniform and usual residential allowances in each case.

Apply MATRON. (518)

## GUY'S HOSPITAL, LONDON BRIDGE, S.E.1

NUFFIELD HOUSE (PAYING PATIENTS)

IMMEDIATE vacancies for Resident State-registered **Staff Nurses.** £60—£80 p.a., according to experience. Uniform.

Applicants must be members of Federated Superannuation Scheme.

Apply the MATRON. (43)

## GLAMORGAN COUNTY COUNCIL

PUBLIC HEALTH AND HOUSING COMMITTEE

**Appointment of Staff Nurses**

APPLICATIONS are invited for the appointment of **Staff Nurses** (S.R.N.), possessing the C.M.B. Certificate, at the West Glamorgan County Hospital, Neath.

Salary £75 per annum, rising by annual increments of £5 to £85 per annum, plus the usual residential emoluments.

The appointment will be superannuable and the persons appointed will be required to pass an examination as to physical fitness.

Forms of application can be obtained from DR. E. COLSTON WILLIAMS, the County Medical Officer, Glamorgan County Hall, Cardiff.

HENRY ROWLAND,
Clerk of the County Council.

Glamorgan County Hall,
Cardiff.
24th April, 1939. (976)

## HUNTS. COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT.

**Adoption of 96-hour fortnight. Additional Staff.**

APPLICATIONS are invited for the following additional Staff :—

HUNTINGDON INSTITUTION.

Four **Assistant Nurses,** non-resident. Salary in each case £50 per annum, together with lodging allowance of £52 per annum, £5 per annum uniform allowance and two meals daily when on duty (valued at £25 per annum for superannuation purposes).

Two **Staff Nurses,** resident. Salary in each case £70, rising by £5 per annum to £75 per annum, together with residence, rations, etc., and £5 per annum uniform allowance.

Forms of application may be obtained from the undersigned, to be returned to him, accompanied by copies of not more than three recent testimonials, as soon as possible.

J. GOODWIN ELLIS,
Public Assistance Officer.

County Offices,
Huntingdon.
13th February, 1939. (62)

## EVELYN NURSING HOME, TRUMPINGTON ROAD, CAMBRIDGE

S.R. **Nurses** (C.M.B. preferred) required at once for salaried outside Private Staff. Good salary.

Apply MATRON. (897)

## COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY

MAIN HOSPITAL, 307 BEDS
CONVALESCENT HOSPITAL, 40 BEDS

STAFF **Nurses** wanted for Maternity Ward with C.M.B. Certificate. Must be experienced and capable of taking charge in Sisters' absence.

Salary to commence £70 to £75 with board, lodging and uniform. Federated Superannuation Scheme in force.

Apply to the MATRON. (892)

## PRETORIA HOSPITAL, TRANSVAAL

STAFF **Nurses** required, State-registered, with C.M.B. Certificate. Age 25-34.

Salary £110—£10—£140 p.a., resident. Uniform provided. Passage paid on three years' agreement.

Apply immediately :—SECRETARY, Society for the Oversea Settlement of British Women, Craven House, 16, Northumberland Avenue, London, W.C.2. (1032)

## HARROW URBAN DISTRICT COUNCIL

ISOLATION HOSPITAL

**Appointment of Additional Staff**

APPLICATIONS are invited for the appointment of :—

**Staff Nurses** (who must be General and Fever Hospital trained), at a commencing salary of £90, rising by annual increments of £6 15s. to £115 per annum.

**Nurses** (who must be Fever Hospital trained) at a commencing salary of £70, rising by annual increments of £5 to £90 per annum.

The appointments are subject to the Council's Superannuation Scheme, and quarters, board and uniform will be provided.

A 96-hour fortnight for staff has been adopted.

Forms of applications may be obtained from THE MATRON, Rayners Lane Isolation Hospital, South Harrow, Middlesex.

VERNON YOUNGER,
Clerk of the Council.

17th April, 1939.
Council Offices,
Stanmore,
Middlesex. (872)

## WAR MEMORIAL HOSPITAL, CONGLETON

(22 BEDS, INCREASING TO 30)

TWO **Staff Nurses,** S.R.N., required; S.C.M. an advantage.
Age 23-30.
Salary according to experience.
Apply MATRON. (1045)

## FAZAKERLEY ISOLATION HOSPITAL, LONGMOOR LANE, LIVERPOOL, 9

STAFF **Nurses,** general trained, for 12 months' fever training. Salary £65 to £70 per annum. If possessing both general training and C.M.B. or Children's training certificates, salary £70 to £75 per annum

**Probationer Nurses,** for two years' fever training for the State examination. Salary £40 to £45 per annum.

Together with uniform and the usual residential allowances in each case.
Apply MATRON. (681)

## THE LONDON FEVER HOSPITAL LIVERPOOL ROAD, ISLINGTON, N.1

STAFF **Nurses** required, must be General trained and State-registered, for 12 months' training for the General Nursing Council Certificate in Fever Nursing.

Salary £60 p.a., with uniform provided if appointed after one month's trial. Federated Superannuation Scheme in force.
Apply to the MATRON. (675)

## CROYDON BOROUGH COUNCIL

MAYDAY HOSPITAL,
THORNTON HEATH, SURREY

VACANCIES exist for the following :—

**Staff Nurses** for Children's Wards. Salary £75 p.a. by £5 p.a. to £90.

**Assistant Nurses.** Salary £50 p.a. by £5 p.a. to £70.

The above posts are subject to the terms and conditions of the Local Government Superannuation Act, 1937.

**Probationer Nurses.** Salary £30 by £5 p.a. to £40.

The Hospital is a general training school recognised by the General Nursing Council and is also a recognised Midwifery training school. Candidates for training as Probationers should be well educated.

All salaries with board, residence and uniform valued at £80 p.a.

Successful candidates will be required to pass a medical examination.

For full particulars apply, enclosing stamped addressed envelope to the MATRON. (649)

## MANSFIELD AND DISTRICT GENERAL HOSPITAL, MANSFIELD, NOTTS

STAFF **Nurses** required, S.R.N., C.M.B. Certificate, Theatre or Casualty experience an advantage.

Salary £70, increasing by £5 yearly. Uniform provided, and F.S.S. in force.

Apply, with full particulars, to MATRON. (879)

## ALDERSHOT HOSPITAL

MATERNITY UNIT

STAFF **Nurse** required, S.R.N., S.C.M.

Salary £75 per annum, plus £5 uniform allowance. Federated Superannuation Scheme in force.

Apply to MATRON. (75)

## BISHOP'S STORTFORD HOSPITAL, HERTS

(61 BEDS, AFFILIATED TRAINING SCHOOL)

STAFF **Nurses.** State Registered, and S.C.M. required. Salary £75 by £2 10s. to £80 p.a., with uniform etc.

Apply, giving full details of experience to MATRON, The Hospital, Rye Street, Bishop's Stortford. (865)

## FINCHLEY, HORNSEY, WOOD GREEN AND FRIERN BARNET JOINT HOSPITAL

STAFF **Nurses** required. Must be State-registered, either General or Fever.

Salary £75 by £5 to £85. Uniform provided.

Apply, giving full particulars of age and training, to MATRON, Isolation Hospital, Coppett's Road, Muswell Hill, London, N.10. (973)

## THE ROYAL CANCER HOSPITAL (FREE), FULHAM ROAD, LONDON, S.W.3

APPLICATIONS are invited for the post of **Radium Staff Nurse** for 12 months' post-graduate work in the Radium Department. 42 hour week, four week's holiday. Previous experience in radium work not essential.

Salary £65 per annum. Federated Superannuation Scheme is in force.
Apply the MATRON. (1073)

## ROYAL SOUTH HANTS AND SOUTHAMPTON HOSPITAL

(296 BEDS)

STAFF **Nurses** required. Salary commencing £70 per annum, with uniform.
Superannuated scheme. (777)

## KING EDWARD VII HOSPITAL, WINDSOR

(200 BEDS)

STAFF **Nurse** required, must be S.R.N. and S.C.M.
Salary £70 per annum.
Federated Superannuation Scheme in force.
Apply with particulars to MATRON. (900)

## BIRMINGHAM MATERNITY HOSPITAL

STAFF **Nurses** or **Assistant Midwives** required for holiday duty. Intern or extern.

Must be fully qualified and hold the C.M.B. Certificate.

Salary according to Scale.

Apply, with full particulars and names for reference, to MATRON, Maternity Hospital, Loveday Street, Birmingham. (944)

## WOKING MATERNITY HOME

STAFF **Nurse** wanted. S.R.N., C.M.B. £85 per annum. Pension Scheme in force.

Also **Assistant Nurses** required. Salary according to experience.

Apply MATRON, Maternity Home, Woking, Surrey. (934)

## SELLY OAK HOSPITAL, BIRMINGHAM 29

STAFF **Nurses** required. State-registered nurses on the General Part of the Register.

Salary to commence £65 per annum and with C.M.B. certificate salary to commence £75 per annum. Full uniform.

Apply to the MATRON for full particulars. (986)

## THE PRINCE OF WALES'S HOSPITAL, GREENBANK ROAD, PLYMOUTH

STAFF **Nurse** required for Private Patients' Theatre.

Salary £70 per annum. Federated Superannuation Scheme in force.
Apply MATRON. (928)

## VICTORIA NURSING INSTITUTION, RIPON

REQUIRED for Ripon Hospital, **Assistant Nurse** for night duty. Also **Assistant Nurse** for the Nursing Home and **Nurse** with C.M.B. Certificate.

Apply MATRON, Nursing Home, Ripon. (923)

## THE LIVERPOOL HOSPITAL FOR CONSUMPTION AND DISEASES OF THE CHEST, MOUNT PLEASANT, LIVERPOOL, 3

STAFF **Nurse** required. S.R.N. Salary £70 per annum. £5 increment after one year's service. Uniform material supplied.

Apply with names for reference to MATRON. (745)

## ADDENBROOKE'S HOSPITAL, CAMBRIDGE

STAFF **Nurse** required for Maternity Ward. S.R.N. and S.C.M. essential. Salary £70 per annum.
Apply to the MATRON. (742)

## STAFF NURSE REQUIRED AT THE BRITISH HOME AND HOSPITAL FOR INCURABLES, Crown Lane, Streatham, S.W.16.

Salary £75 per annum, with indoor uniform, board, lodging and laundry. S.R.N. Federated Superannuation Scheme.
Apply to MATRON. (557)

## ST. MARK'S HOSPITAL, CITY ROAD, LONDON, E.C.1

STAFF **Nurses** required for wards and theatre. State-registered.

Salary £75 to £85. Superannuation Scheme in force. Modern Home recently opened.

Apply for application form to MATRON (964)

## THE WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10

STAFF **Nurse** required for holiday duty 2-3 months.
Salary £65 per annum.
Apply MATRON. (949)

## THE GORDON HOSPITAL, VAUXHALL BRIDGE ROAD, LONDON, S.W.1

STAFF **Nurses** required for Private Wards. Salary £75 per annum, rising. Federated Superannuation Scheme in force. Uniform provided.

**Probationer Nurses,** aged 18-28, with good education also required, for training. Uniform provided.
Apply MATRON. (661)

### CHISLEHURST, ORPINGTON AND CRAY VALLEY HOSPITAL, ST. PAUL'S CRAY, KENT

STAFF **Nurse,** S.R.N., required for Theatre. Commencing salary £75 p.a.

Also **Staff Nurse** for General Wards. Commencing salary £70 p.a. F.S.A. scheme in force.

Apply MATRON, giving age and experience. (501)

### CONNAUGHT HOSPITAL, ORFORD ROAD, E.17

REQUIRED, trained **Staff Nurse** for ward work under Sister. Federated Superannuation Scheme in force.

Salary £70, if with experience.

Apply MATRON. (958)

### UNIVERSITY COLLEGE HOSPITAL, GOWER STREET, W.C.1

STAFF **Nurses** required in the Private Patients' Wing, now and from time to time.

Salary £75 with the usual emoluments.

Apply MATRON. (1076)

### GRANARD HOUSE, ARTHUR STREET, S.W.3

STATE Registered **Nurses** required. Salary £80 rising to £90 per annum. Federated Superannuation Scheme in force.

Apply the SISTER SUPERINTENDENT. (1074)

### NATIONAL TEMPERANCE HOSPITAL, HAMPSTEAD ROAD, LONDON, N.W.1

VACANCIES for **Staff Nurses.** Must be State Registered. Commencing salary £80 p.a.

Apply to the MATRON. (1067)

### CARDIFF ROYAL INFIRMARY

490 BEDS

STAFF **Nurses** (S.R.N.) required for Maternity Wards. Immediate vacancies.

Salary £65 per annum.

For further particulars apply to the MATRON. (556)

### ROYAL FREE HOSPITAL, GRAY'S INN ROAD, LONDON, W.C.1

STAFF **Nurses** required for Maternity Department, S.R.N., S.C.M.

Salary £75. Useful post-graduate experience.

Apply with full particulars to MATRON. (84)

### THE INFANTS' HOSPITAL, VINCENT SQUARE, WESTMINSTER

HOLIDAY **Staff Nurse** required. July to September inclusive. S.R.N. or R.S.C.N.

Salary at the rate of £60 p.a.

Apply MATRON, The Infants' Hospital, Vincent Square, Westminster. (954)

### ROYAL HOSPITAL, RICHMOND, SURREY

STAFF **Nurse** required for duty in the Private Patient's Wing.

Salary £65 per annum. Must be a State-registered Nurse. Federated Superannuation Scheme in force. Matron's reference essential.

Apply MATRON. (85)

### ROYAL BERKSHIRE HOSPITAL, READING

GREENLANDS NURSING HOME

STAFF **Nurses** required, S.R.N. Federated Superannuation Scheme in force.

Salary £70 to £85 per annum, with uniform material.

Apply to the MATRON. (45)

### ROYAL HALIFAX INFIRMARY

250 BEDS

STAFF **Nurse** (S.R.N.) required. Salary £65 with uniform. Federated Superannuation Scheme in force.

Apply with full particulars to the MATRON. (123)

### WESTON-SUPER-MARE GENERAL HOSPITAL

STAFF **Nurse** required for Private and Obstetric wards. Must be S.R.N. and S.C.M.

Salary £75 per annum, with uniform. F.S.S. in force.

Application to be made to the MATRON. (725)

### ROYAL VICTORIA AND WEST HANTS HOSPITAL, SHELLEY ROAD, BOURNEMOUTH

STAFF **Nurses** required for the Private Wards. Salary £70 to £75 per annum, and all uniform.

Superannuation Scheme in force.

Apply with full particulars of training to the MATRON. (375)

### CITY OF WAKEFIELD

MATERNITY HOSPITAL

STAFF **Nurses.** S.R.N., S.C.M. Salary £80 to £90 plus £10 uniform allowance.

**Temporary Nurses.** S.C.M. Salary £75.

Apply with two testimonials to MATRON. (782)

### WEST KENT GENERAL HOSPITAL, MAIDSTONE

STAFF **Nurses** required. Federated Superannuation Scheme adopted.

Apply the MATRON. (832)

### THE WOMEN'S HOSPITAL, CATHARINE STREET, LIVERPOOL

STAFF **Nurses.** Vacancies occur on May 1st and July 1st. Must be S.R.N.

Salary £70 p.a. with uniform provided. F.S.S.N. and H.O. paid if desired.

Apply to MATRON, giving full particulars of training and experience. (823)

### HIGH WYCOMBE AND DISTRICT WAR MEMORIAL HOSPITAL

56 BEDS

AFFILIATED TRAINING SCHOOL

WANTED. **Staff Nurses,** S.R.N., for alternate day and night duty.

Salary £75 with uniform F.S.S. in force. (433)

### BIRMINGHAM AND MIDLAND EYE HOSPITAL, CHURCH STREET, BIRMINGHAM, 3

114 BEDS

ASSISTANT **Nurse** required. Ophthalmic experience essential.

Salary £60.

Apply MATRON. (599)

### WILTS COUNTY COUNCIL

PUBLIC ASSISTANCE COMMITTEE

THE Public Assistance Committee of the Wilts County Council invite applications for the undermentioned appointments:—

CHIPPENHAM, SALISBURY and SEMINGTON INSTITUTIONS

**Assistant Nurses.** Salary: Scale 1, up to 21 years of age, £30 by £5 to £45 per annum; Scale 2, 21 years of age and over, £45 by £5 to £60 per annum. £5 per annum uniform allowance and the usual residential emoluments. Increments are subject to satisfactory service, and nurses are eligible for transfer from Scale 1 to Scale 2 on attaining the age of 21 years. Commencing salary in both scales to be in accordance with experience.

Application forms and further particulars can be obtained by sending a stamped addressed envelope to the PUBLIC ASSISTANCE OFFICER, County Offices, Trowbridge, to whom all applications must be returned by not later than the 8th May, 1939.

The above appointments are subject to the terms of the Local Government Superannuation Act, 1937.

W. L. BOWN,
Clerk of the Council.

Public Assistance Department,
County Offices,
Trowbridge.
25th April, 1939. (1005)

### KENT COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT

ORPINGTON INSTITUTION, ORPINGTON, KENT

**Training of Uncertificated Nurses**

THE County Council invites application from persons desirous of training as Assistant Nurses at the Orpington Institution.

Previous nursing experience not essential and successful candidates will undergo two years' training in chronic nursing.

Salary £30 a year first year, £35 second year, together with the usual residential emoluments.

Candidates passing examination successfully at the end of two years will be eligible for appointment in the County service as Assistant Nurses at salaries of £55 a year, rising by £5 a year to £65 a year.

Full particulars and forms of application can be obtained from the **Matron, Orpington Institution, Orpington, Kent,** to be returned to her as soon as possible.

W. L. PLATTS,
Clerk of the County Council.

Sessions House,
Maidstone.
25th April, 1939. (1051)

### CITY OF CARLISLE

PUBLIC ASSISTANCE COMMITTEE

THE above Committee invite applications from experienced persons for the post of **Assistant Nurse** at their Fusehill House, Carlisle.

Salary £50 per annum, rising by annual increments of £5 to a maximum of £60.

The successful candidate will be required to pass a medical examination for superannuation purposes, and will be expected to take up duties on the 27th May.

Application in candidate's own handwriting, with copies of not more than three recent testimonials, to be addressed to the MATRON, Fusehill House, Carlisle, so as to reach her not later than Monday, the 8th May, 1939.

JOHN GORTON,
Public Assistance Officer

7, Victoria Place,
Carlisle.
20th April, 1939. (870)

## COUNTY BOROUGH OF BLACKPOOL

INFECTIOUS DISEASES HOSPITAL

ASSISTANT **Nurse** required. Must have some General training or Midwifery experience.

Salary £60 per annum. Board, lodging, uniform and laundry provided, together with sustenance allowance when on annual holiday or authorised sick leave.

Holidays allowed are—one day per week and three weeks per annum.

The successful candidate will be required to contribute, on the statutory basis, to the Corporation's Superannuation Fund established under the Superannuation Acts as modified and adapted by a scheme made pursuant to the provisions of Section 25 of the Local Government Superannuation Act, 1937, continuing in force and applying certain provisions in regard to annuities to widows by the Blackpool Improvement Act, 1935.

Apply, giving particulars of experience and two names for reference, to the MATRON Sanatorium, Devonshire Road, Blackpool'

TREVOR T. JONES,
Town Clerk.

Town Hall,
Blackpool. (884)

## COUNTY BOROUGH OF BARROW-IN-FURNESS

RISEDALE MATERNITY HOME

**Assistant Nurses**

APPLICATIONS are invited for the posts of **Assistant Nurses** at the above home.

Salary at the rate of £62 10s. per annum. Alternate day and night duty.

Applicants must have had training in a Midwifery Training School but need not be State-registered Midwives. Indoor uniform provided.

Apply with copies of three recent testimonials to the MATRON, Risedale Maternity Home, Abbey Road, Barrow-in-Furness.

Canvassing is strictly prohibited and will disqualify.

W. LAWRENCE ALLEN,
Town Clerk.

Town Hall,
Barrow-in-Furness. (826)

## CITY OF SALFORD

LADYWELL SANATORIUM AND ISOLATION HOSPITAL, SALFORD, 5

ASSISTANT **Nurses** required for Tuberculosis Ward. Previous experience essential.

Salary £67 10s. 0d. per annum less superannuation deductions.

Residence, board, uniform and laundry provided.

Apply to the MATRON at the above address.

H. H. TOMSON, Town Clerk.
(978)

## THE WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10

APPLICATIONS are invited from strong and well-educated girls from 18 to 30 years of age, who wish to train as **Hospital Nurses.** Interview essential. Training four years. Training will be curtailed one year for nurses on supplementary part of G.N.C. Register.

Apply MATRON. (948)

## FAZAKERLEY SANATORIUM, LONGMOOR LANE, LIVERPOOL, 9

PROBATIONER **Nurses** for training in tuberculosis and fever nursing. Must be reasonably well educated.

Salary £46 per annum to £51 per annum, together with uniform and the usual residential allowances.

Apply MATRON for further information, etc.
682)

## WILTS COUNTY COUNCIL

ST. MARGARET'S HOSPITAL, STRATTON ST. MARGARET, SWINDON.
(143 BEDS—9 SURGICAL.)

**Assistant Nurse.**

THE Public Health Committee of the County Council by whom this Hospital is administered, are increasing the permanent nursing staff, and applications are invited for posts of **Assistant Nurse.**

Candidates should not have less than two years' experience of general hospital nursing. Salary £55 per annum. Uniform provided. Resident.

The posts are designated under the Local Government and other Officers' Superannuation Act, 1922, and the successful candidates will be required to pass a medical examination.

Application forms and further particulars can be obtained by sending a stamped addressed envelope to the MATRON, St. Margaret's Hospital, Stratton St. Margaret, Swindon.

W. L. BOWN,
Clerk of the County Council.

County Offices,
Trowbridge.
Wilts.
February, 1939. (63)

## CITY OF LONDON MENTAL HOSPITAL, STONE, DARTFORD, KENT

PROBATIONER **Nurses** (Female) required. Present commencing salary £2 2s. 2d. per week, rising to £3 4s. 7d. per week, from which is deducted a moderate charge for board, laundry and lodging (separate bedrooms). Two full days off each week. Ample opportunities for recreation. A three years' course of training is given for Nursing Certificates.

Apply MATRON, giving full particulars, age, etc., enclosing stamp for reply. (970)

## PLYMOUTH CITY GENERAL HOSPITAL

570 BEDS

TRAINING SCHOOL FOR NURSES APPROVED BY THE GENERAL NURSING COUNCIL AND CENTRAL MIDWIVES BOARD

THERE are vacancies for **Probationer Nurses** of good education. Age from 18 to 30.

Salary £30—£35—£40 and £45. Uniform provided. Superannuation Scheme in existence.

Lectures are given during training by the Medical Staff of the Hospital and by a Resident Sister Tutor. Coaching tuition is given in addition.

Nurses already on the supplementary part of the State Register are given one year's seniority and accepted as second year Probationer Nurses.

Every facility is afforded those Nurses who intend to practice Midwifery to proceed to training for Part A of the Examination of the Central Midwives Board at the earliest possible stage after State Registration, as vacancies arise.

Apply for further particulars to MATRON.
(560)

## SHEFFIELD CITY GENERAL HOSPITAL

THERE are vacancies for **Probationer Nurses** for increase of staff. Opportunity for training in midwifery during a fourth year

Candidates must be of good education and age 18 to 30.

For further information and forms apply MATRON. (667)

## ROYAL MANCHESTER CHILDREN'S HOSPITAL, CONVALESCENT HOME, LYTHAM ST. ANNES

PROBATIONER **Nurse** required, about 18 years of age, for a period of twelve months, with a view to taking general training if desired.

Salary £24 per annum.

Particulars from the MATRON. (963)

## KENT COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT

**County Hospital, Chatham.**
**County Hospital, Dartford.**
**County Hospital, Farnborough, near Bromley.**
**County Hospital, Pembury, near Tunbridge Wells.**

PROBATIONER **Nurses** are required at the above Hospitals for training in general nursing for a period of three years.

Salary £30 a year for the 1st year, £35 a year for the 2nd year, and £40 a year for the 3rd year, together with residential emoluments. (At the County Hospital, Chatham, an extra 6 months training is necessary. Salary £45 a year).

Candidates will be prepared for the examination of the General Nursing Council, and if successful, will be eligible for appointment as Staff Nurses.

A superannuation scheme is in force. All nurses receive three weeks' annual holiday.

There is a good Nurses' Home with all modern conveniences at each of the Hospitals.

Further details as to the general rules of the Hospitals will be forwarded on application being made to the MATRON of the Hospital.

W. L. PLATTS,
Clerk of the County Council.

Sessions House,
Maidstone.
25th April, 1939. (1059)

## STOKE-ON-TRENT CORPORATION

LONDON ROAD HOSPITAL

PROBATIONER **Nurses** are required at the London Road Hospital, Stoke-on-Trent, which is recognised by the General Nursing Council as a complete training school.

Candidates, who must be strong and reasonably well educated and not under 18 years of age, are engaged for a trial period of three months, at the end of which time they may leave if not desirous of continuing training. If deemed suitable, girls receive a thorough training in the theory and practice of nursing and are prepared for the State Nursing Examinations.

Salary £30 per annum, rising to £42, with board, indoor uniform, residence and laundry. Twenty-one days' annual leave and generous off-duty time is allowed.

Further particulars and forms of application may be obtained from the undersigned.

E. B. SHARPLEY, Town Clerk.

Public Assistance Offices,
Kingsway, Stoke-on-Trent. (678)

## CONNAUGHT HOSPITAL, ORFORD ROAD, E.17

APPROVED TRAINING SCHOOL

RESIDENT SISTER-TUTOR

THERE are several vacancies for well-educated **Probationers** immediately for increase of staff with a view to reduction of hours of duty.

Salary £24, £28, £32, £36.

Federated Superannuation Scheme in force.

Apply for form and particulars to the MATRON. (957)

## ST. BARTHOLOMEW'S HOSPITAL, ROCHESTER AND CHATHAM, KENT

TRAINING SCHOOL FOR NURSES
APPROVED GENERAL NURSING COUNCIL

STUDENT **Nurses** urgently required. Immediate vacancies for re-opening of wards. Must be well educated and strong. Age 19-30.

Salary: £30, £35, £40. £35 and £40 for second year nurses. 96-hour fortnight in force.

Lectures given by the Hon. Medical Staff. Resident Sister Tutor.

Apply the MATRON. (20

### MANSFIELD AND DISTRICT GENERAL HOSPITAL, MANSFIELD, NOTTS

(BEDS 160)
TRAINING SCHOOL FOR NURSES

PROBATIONER **Nurses** required, age 18 to 30 years. Must be tall, strong and healthy, with a good education. Uniform supplied.

Salary: 1st year £25; 2nd year £30; 3rd year £35; 4th year £45.

Lectures given by honorary medical staff and Tutor-sister.

Apply for further particulars to MATRON. (880)

### ROYAL BERKSHIRE HOSPITAL, READING.

TRAINING SCHOOL FOR NURSES.

THERE are vacancies for **Probationer Nurses** for increase of staff.

A good standard of education is required. Age 18—30, for three years' training.

Candidates are also received between 17 and 18 years of age for one years' preliminary training at the Branch Hospital.

For particulars apply to the MATRON. (57)

### QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, E.15

COMPLETE TRAINING SCHOOL FOR NURSES

THERE are vacancies for well educated **Probationers.** Age from 18 years. Part 1 Midwifery Course can be taken in the fourth year. The Federated Superannuation Scheme is in force.

Apply to the MATRON. (363)

### THE GENERAL INFIRMARY AT LEEDS

(673 BEDS)
TRAINING SCHOOL FOR NURSES—APPROVED BY THE GENERAL NURSING COUNCIL

THERE are vacancies for **Probationer Nurses** for increase of Staff, now allowing duty hours while working in the Infirmary to include a half day followed by a whole day off weekly.

During the Course of study in the Preliminary Training School, Students reside in the Nurses' Home.

Theoretical instruction and training for the qualifying examinations of the General Nursing Council is given by members of the Honorary Staff, by qualified Sister Tutors and by Ward Sisters.

Age 18—30 years.

Scholarships for Midwifery training

Application should be made to the MATRON, who will be pleased to interview parents of girls of school-leaving age, interested in the Nursing Profession. (536)

### THE PRINCE OF WALES'S HOSPITAL, GREENBANK ROAD, PLYMOUTH

(264 BEDS)

APPLICATIONS are invited from well educated girls (18-30 years) who wish to train as Hospital **Nurses.**

On request the MATRON will furnish particulars. (927)

### KENT COUNTY COUNCIL

PROBATIONERS required. There are vacancies at Leybourne Grange Colony, West Malling, Kent, for well educated girls of sound health to train for the Certificate of Proficiency in the Nursing of Mental Defectives.

Salary £50 per annum, rising to £75 per annum together with board, lodging, washing and uniform. Prospects of promotion.

Forms of application and other particulars may be obtained from the MEDICAL SUPERINTENDENT of the Colony.

W. L. PLATTS,
Clerk of the County Council.

Sessions House,
Maidstone. (617)

## CITY OF MANCHESTER

PROBATIONER **Nurses** wanted now and later at the following municipal hospitals :—

**TUBERCULOSIS SANATORIA** (minimum age 18 years).
Abergele Sanatorium, Abergele, North Wales.—£35, £40, £35, £40. (Affiliated training school).
Baguley Sanatorium, near Altrincham, Cheshire.—£40 to £45.

**HOSPITAL FOR SICK CHILDREN (Training School).** (Minimum age 17 years.)
Booth Hall Hospital, Charlestown Road, Blackley, Manchester, 9.—£26 by £4 to £38. (£30 at 18 years of age or over.)

**GENERAL HOSPITALS (Complete Training Schools).** (Minimum age 18 years.)
Crumpsall Hospital, Delaunays Road, Crumpsall, Manchester, 8.—£30 by £5 to £40.
Withington Hospital, West Didsbury, Manchester, 20.—£30 by £5 to £40.

**INFECTIOUS DISEASES HOSPITAL (Training School).** (Minimum age 17 years.)
Monsall Hospital, Newton Heath, Manchester, 10.—£40 to £45.

Emoluments, board residence, laundry and uniform are additional to the annual salaries stated.

All applications should be addressed to the MATRONS of the establishments. (887)

### CUMBERLAND INFIRMARY, CARLISLE

THERE are vacancies for **Probationers.** Must be well educated and strong.

Preliminary Training School, two months' course. Theoretical instruction given by the Honorary Medical Staff and by the Resident Sister Tutor.

For particulars apply to the MATRON. (92)

### ST. MARK'S HOSPITAL, CITY ROAD, LONDON, E.C.1

AFFILIATED TRAINING SCHOOL

PROBATIONERS required. Of good education. Age 18-25.

Salary £25 and £30. Uniform provided. Modern Home recently opened.

Apply MATRON. (966)

### THE LONDON FEVER HOSPITAL, LIVERPOOL ROAD, ISLINGTON, N.1

PROBATIONERS required, must be well educated, age 18-24. Training for the State Examination for the Fever Nurses' Register.

Salary 1st year £32 p.a., 2nd year £36 p.a., uniform provided.

Apply, with stamped addressed envelope, to the MATRON. (674)

### DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18

PROBATIONER NURSES

THERE are vacancies for **Probationer Nurses** in the Dudley Road Hospital, Birmingham, 18, which is approved by the General Nursing Council for England and Wales as a complete Training School for Nurses.

Applicants must be well educated and strong and not younger than 20 years of age.

Period of training three years, exclusive of three months' trial period.

Salary £30, £35 and £40 for the first, second and third years respectively, residence, rations, laundry and uniform provided. Good off-duty time and annual holiday.

Full particulars will be forwarded on application (accompanied by stamped addressed foolscap envelope) being made to the MATRON. (17)

### NATIONAL TEMPERANCE HOSPITAL, HAMPSTEAD ROAD, LONDON, N.W.1.

VACANCIES for **Probationers.** Recognised training school for general nursing, three or four years.

Salary £24 to £42 with a bonus on completion of training.

Apply to the MATRON. (46)

### GENERAL HOSPITAL, NOTTINGHAM.

(400 BEDS.)
(PRELIMINARY TRAINING SCHOOL ATTACHED.)

PROBATIONERS required. Candidates must be strong and well educated and between the ages of 18 and 30.

**Salary: 1st year £30. 2nd year £35. 3rd year £40. 4th year £50,** with board, residence, laundry, indoor uniform and medical attendance.

Probationers are coached throughout their training by the Sister Tutor.

Applications should be addressed to the MATRON, General Hospital, Nottingham, from whom all further information may be obtained. (32)

### THE WEYMOUTH AND DISTRICT HOSPITAL, WEYMOUTH

(RECOGNISED TRAINING SCHOOL.)

THERE are vacancies for **Probationers** of good education. Ages 18—30 years.

Full particulars may be obtained from MATRON. (899)

### GENERAL INFIRMARY, BURTON-ON-TRENT

TRAINING SCHOOL FOR NURSES, APPROVED BY THE GENERAL NURSING COUNCIL

PROBATIONER **Nurses** required, 18-30 years. Must be strong and well educated. Salary £20, £25 and £30 with uniform.

Probationers are coached throughout their training by the Sister Tutor.

For form of application and particulars apply to the MATRON. (700)

### BLACKBURN AND EAST LANCASHIRE ROYAL INFIRMARY

(244 BEDS.)

PROBATIONERS required. Candidates must be well educated. Age 18 to 30.

Three years' training school.

Salary £20, £25, £30.

State-registered Fever or Children's Nurses are accepted as second year nurses for two years' training.

For particulars, apply to MATRON. (65)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE XXIII

# Right from the heart

**The spontaneous expressions of gratitude which we continuously receive are the best possible proof of the excellence of Nestlé's Milk for Infant Feeding. Here are two eloquent letters, typical of the many thousands we have on our files, from mothers whose babies have found health and strength through Nestlé's Milk.**

"THE DOCTOR SAYS
THEY ARE PERFECT IN EVERY WAY"

*I thought you would be interested in the enclosed photograph of my twin daughters. This was taken when they were a little over one year and seven months old. At birth they weighed respectively 6¼-lbs. and 5¾-lbs. The smaller one was not expected to live and now she is nearly as heavy as her sister. Unfortunately I was unable to feed them myself and they were put on Nestlé's Milk. At once they began to improve and gain in weight. From the Nestlé's Milk they were on to the Nestlé's Milk Food which I also speak very highly of. They are true Nestlé's Babies and the* Doctor says they are perfect in every way. *They have been in two Baby Shows and won first prize in each case.*

NURSE SAYS:
"A PERFECT SPECIMEN of GOOD HEALTH"

*I am so grateful to you I feel I must let you know what Nestlé's Milk has done for my baby. When she was born she weighed 7-lbs. 7-ozs. and was breast-fed, at one month old she still weighed exactly the same, so we decided to try Nestlé's Milk. At two months old Maureen weighed 9-lbs. 2½-ozs. and we were so delighted we kept her on Nestlé's. At three months she weighed 12-lbs. 9½-ozs. and had two teeth. We have never had a bad night with her and she has got on rapidly. Everyone says she is a lovely baby. She is always happy and our Doctor says she is a very healthy child. Nurse says she has never met a more healthy and beautiful baby and it is* a perfect specimen of good health. *I can never speak too highly about Nestlé's Milk and shall recommend it to all mothers.*

**Nestlé's Milk is prepared under conditions of scrupulous hygiene and to the most exacting scientific standards. Nestlé's process not only conserves the essential vitamin content but breaks down the harsh irregular curd of fresh milk into a fine flaky suspension which is easily digestible by the most delicate child. It is a splendid builder of straight, sturdy bones.**

# Nestlé's Milk

JOURNAL OF THE COLLEGE OF NURSING

Nursing Times

VOL XXXV No. 1774 SATURDAY, APRIL 29, 1939

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

# Publicity and Health

EVERY public health nurse is, as it were, a seller of health and as such needs to be a good salesman if she is to be successful. This is true of the industrial and district nurse as well as of the public health worker, although in these two branches there is practical curative work to be done also. The mere fact that there is disease to cure gives an easy opening for prevention; if we are to sell successfully there must be a desire for the goods we wish to sell and, alas, man often does not value health until he has lost it.

Realising how successful the publicity departments of industry are to-day in the advertising of goods the Public Health Section included in their special course at headquarters this year lectures on publicity, and though the expensive advertisement does not, of course, come within the public health nurse's bounds she can learn from it what sort of message appeals to the public and base her propaganda work upon it.

Most important in ensuring the effectiveness of an appeal is simplicity. The simple message should be easily grasped and assimilated by the most careless and casual of the public. Do not try to be too clever. You may think out something which seems brilliant to you as you burn the midnight oil. It will appeal perhaps to a few intellectuals, but the point has to be thought out and the average person will not make the necessary effort to think.

✦ ✦ ✦

Brilliance in advertising is simplicity and directness. Think of those simple phrases "Every picture tells a story," "Keep that schoolgirl complexion," "Is your child constipated?" Set off by an attractive or arresting picture, everyone understands the message, which is repeated constantly, even year after year; pictures perhaps may change, but the slogan remains to take root in the public mind.

Successful advertising depends largely on suggestion and suggestion is a matter on which psychologists can give us helpful information. The power of suggestion depends partly on what is said and how it is said but it is enhanced by repetition. The worker, the mother who comes to your clinic, is often tired. To face the tired person with a fresh idea whenever she comes may seem a means of attracting by variety but it will not bring results in the same degree. Thus, if a child welfare nurse wishes to emphasise the importance of sleep for toddlers, let her have a simple poster with an attractive picture of the healthy toddler, just such a baby as every mother would like her own to be, with a simple statement about sleep, but never a command, and keep it hanging up for some time. She might change the wording after a time, but have the same message.

✦ ✦ ✦

Similarly with industrial work the factory nurse might limit her propaganda to cleanliness for a period. This does not become merely boring, as the inexperienced might foretell. Important publicity firms that deal in thousands of pounds worth of propaganda know the successful results obtained from repetitive and attractive advertisement.

The success of propaganda is difficult to assess individually. The consumption of milk has shot up through the advertisement it has received during the last few years, but people would probably not admit that they had drunk more milk because they had seen the advertisements. Similarly they would not allow, probably, that they became interested in cleanliness because they had taken the industrial nurse's poster to heart. The message is insidious, it is assimilated unconsciously.

Other points to remember in any propaganda work are that people are interested in other people, they are interested in news, they are more influenced by their hearts than by their heads, and above all, they will do more for their children than for themselves. People will even seek health for themselves if it is conveyed to them as being advantageous to their children. This point, one

on which experienced publicists play to great advantage, could, incidentally, be exploited far more in the drive for a Fitter Britain.

Advertising now makes things that used to be dull exciting. It glamourises the business of parting with money, and it does it successfully. Why cannot the business of health be glamourised and the ordinary routine of keeping our bodies in order be made an interesting and vital process?

Our nation does things in a lop-sided fashion. A comment in the *Countryman* from a diarist says, "Shocked to notice in a statistical abstract that while only £71 was spent on advertising apples in October two firms advertising laxatives spent £10,752 between them." The writer goes on, "As I have recorded Germany with no advertising sells 15,000,000 gallons of apple juice per annum."

We are caught in the toils of patent medicine advertisements. Since we seem to be unable to overcome the power of propaganda, should we not set health on the same course, boost it, advertise it, preach it to the people in the way they are used to being addressed?

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# Topical Notes

## The Minister at the College

At the quarterly meeting of the Branches Standing Committee, to be held at the Cowdray Hall at 10 a.m., on Friday, May 5, Mr. Walter Elliot, Minister of Health, will speak on "Nurses and National Service." Members who wish to attend are asked to apply for permits to the Secretary, the College of Nursing, 1a, Henrietta Place, W.1, as soon as possible. May we remind members attending the annual general Meeting next week to claim their registration envelopes in good time? Members, other than section members, who wish to attend meetings of the sections and the Student Nurses' Association, will be very welcome. They must remember, however, that they have no voting powers and, in case of shortage of space, those for whom the meetings are intended will naturally have priority.

## Nursing in Parliament

Nurses who are interested in the progress and results of the interim report of the Inter-Departmental Committee on Nursing Services should obtain a copy of the official report of the debate which took place on Tuesday, April 18. It can be obtained for the modest sum of 6d. from H.M. Stationery Office, York House, Kingsway, W.C.2. One thing is obvious and that is that those members who have served on the Inter-Departmental Committee are much better informed on nursing problems than they were before. One statement on the Test Educational Examination showed a failure to grasp the point of view of the nursing profession. The member stated, "In most cases the Test Examination is found to be unnecessary, because the suitability or otherwise of the candidate on those particular matters will be found out in the course of the later training." It is just this discovery of the unsuitability of candidates "later" instead of before they start that floods the market with partially trained nurses and causes parents and student nurses such dissatisfaction. They think this should be found out before the girl is accepted, and we must all agree that as far as possible this is the ideal.

## Replies to Questions

Nurses will be glad that the Minister in his reply stated that action would be taken before the final report appeared. Where can we look for this action? He stressed the need for raising salaries and the report has proposed a "Burnham scale" of salaries for the profession. This involves questions of finance, but the Minister merely promised a Government statement "at a reasonably early date," when asked if it would be "in connection with the Budget," "on Ministry of Health estimates," or "in the near future." Unfortunately the needs of national defence are

# A Very Youthful Donor

*Angela, a 13-weeks old baby born at Queen Charlotte's Hospital, N.W.1., has presented a motorised bicycle for the midwives' use. She is seen watching the departure of the cycle on its first run while Nurse holds the letter which Angela "sent" with the presentation.*

absorbing all the available attention of the Chancellor of the Exchequer and nursing needs must wait—we hope not for long. The Minister also promised to circularise local authorities concerning administrative recommendations and to ask the British Hospitals Association to do the same for voluntary hospitals. This he considered preferable to the circulation of a model set of rules. He also informed the House that the question of establishing Whitley Council procedure for nurses was under consideration by the Ministry of Labour and if the Ministry decided in favour of such a step it would take the initiative in giving it effect. The profession should take good note of any proposals made in this matter and insist on a separate machinery for the nurse absolutely detached from that of other workers in different categories, who might well outnumber her, and from any suggestion of political bias. The College has suggested machinery on these lines and it surely has the strength of membership to give weight to its plans. We are sufficiently strong to insist and should not be afraid to do so.

## Preventable Disease

"Is protection against industrial disease up to date?" was the question for discussion at a recent meeting of the Left Book Club medical group. Dr. Donald Hunter drew attention to the very great extent of industrial disease in this country, and said it was almost entirely avoidable. He showed a film illustrating a new disease, due to the use of a special mercurial poison, employed in preventing fungus infection of wheat and oats. This disease could easily have been prevented by a pooling of knowledge already possessed. In asbestos work terrible blunders had been committed and large numbers of young girls had been doomed to a premature death by a complete lack of elementary precautions. At the Rand Gold Mines, out of a yearly wage bill of 14 million pounds, one million went in compensation, largely for cases of silicosis. Employees were often, but not always, anxious to co-operate in prevention. In the case of caisson disease, or the "bends," which occurred in compressed air workers constructing tunnels, contractors would even break the regulations by unduly raising the pressure in a caisson to compensate for a leak. Much was being done, said Dr. Hunter, but there was a great deal of room for improvement. One of the pre-requisites was State-financed research, and a special hospital for such diseases like the one which existed in the Soviet Union was essential.

## An Adverse Report

THE report of the Committee on Pensions for Unmarried Women issued this week, does not favour the proposal that such women should receive pensions at 55, largely on the ground that it would be impracticable to withhold the demand from other classes of insured women at that age. The committee concluded, on the basis of personal evidence, that life for elderly spinsters was somewhat harder than for married persons who had families to fall back on or for pensioned widows. It was found on analysis that the spinster contributes one halfpenny a week towards the cost of widows' and orphans' pensions. The committee considered this reasonable up to the age of 50 as she would herself become entitled to the benefit

on the contingency of her marriage. The majority of the committee considered it was a hardship that she should be asked to make this contribution after 50. To the nurse for whom the retiring age of 55 is considered suitable an adverse report on this question is a matter of more than ordinary concern.

## A Life Saved

After Lord Nuffield's generous gift of respirators was announced a medical man questioned the wisdom of this generosity. Readers will remember that Lord Nuffield when making his decision had said that if the respirators would save only four lives he considered the expenditure would be worth while. It is therefore interesting to read in the *British Medical Journal* of a patient with paraldehyde poisoning in a case of acute mania following an epileptic fit being treated in one of the Nuffield Benefaction respirators for a period of 36 hours. The doctor reporting on the case states that the respirator saved the patient's life. The doctor had ordered two ounces of paraldehyde per rectum, to be repeated if the patient again became obstreperous. The dose was repeated in six and a half hours. The treatment in a Both respirator was given at the Infectious Diseases Hospital with the respirator tilted to allow drainage of the respiratory passages.

## Student Probationers

That a nurse's training should be more on the lines of the training of a medical student and should be paid for is once more suggested by Dr. Mildred M. Burgess, writing in the *Daily Telegraph and Morning Post*. "The fees should approximate to those for training in massage, midwifery or chiropody. There would be no more difficulty in obtaining fees for training as a nurse—if a definite training is given—than for training in any other career, but if, at first, there were not sufficient applicants, hospitals or public bodies could offer scholarships to suitable candidates." Dr. Burgess also suggests that the training should cover three years, one in a nursing school, apart from, although in association with, a large hospital, the other two in hospital, and that during the three years' training the student should live in a hostel which would be managed by a warden, not by a hospital sister. She sees no reason why a training such as this should not start at the age of 17 years. There is much to be said for the first suggestion. The College of Nursing has always advocated higher salaries for trained nurses, but *not* for probationers who are students and should have mere pocket money if, indeed, they do not pay for their training. It is, however, strongly against young girls being allowed to start their training at the early age of 17.

*The Duchess of Kent receiving purses at the Diamond Jubilee Appeal Day at Maidenhead Hospital on April 21.*

### COLLEGE OF NURSING

*Annual Meetings*

**Wednesday, May 3.** — 3 p.m., annual general meeting of the Private Nurses' Section in the Cowdray Hall, College of Nursing; chairman, Miss M. Wenden. 7.30 p.m., annual general meeting of the Public Health Section in the Cowdray Hall, College of Nursing; chairman, Miss F. E. Frederick.

**Thursday, May 4.**—3 p.m., Annual General Meeting of the College of Nursing in the Cowdray Hall, College of Nursing; chairman, the President, Miss B. Monk, C.B.E., R.R.C.; annual report to be presented by the Chairman of Council, the Hon. Sir Arthur Stanley, G.B.E., C.B., M.V.O., LL.D.; presentation of the Gullan Trophy by Miss M. A. Gullan.

**Friday, May 5.**—2.30 p.m., annual general meeting of the Student Nurses' Association in the Cowdray Hall, College of Nursing; chairman to be elected at the meeting; presentation of prizes to successful student nurse exhibitors in the exhibition.

**Saturday, May 6.**—10 a.m., annual general meeting of the Sister Tutor Section in the Cowdray Hall, College of Nursing; chairman, Miss F. Taylor.

## Inhalation Clinics

The first thing the visitor notices on entering the new headquarters of the Duke-Fingard Inhalation Clinics at 25, Stratford Road, Kensington, opened on April 27 by Lord Bearsted, the donor, is the pleasant but somewhat pungent smell. This pervades the building, and in the rooms where the apparatus is in action the atmosphere at first seems stifling, and is inclined

to make the eyes water. Asthmatic patients, however, soon get used to it and are able to relax in a very short time. They find the atmosphere soothing and they are most enthusiastic about its effect. The apparatus works off the electric current. Incoming air, drawn in by an electric motor, first passes through a small box containing calcium to draw out the moisture. This is important, for the atmosphere must be dry and at a temperature of 70 to 80 deg. F. In the main container are the trays holding the medicament, and the air warmed to the correct temperature by an electric coil, is driven out over the trays into the room. The treatment is generally ordered daily for a period of weeks, or until the patient's condition is relieved. Each treatment lasts four hours, and the patient afterwards goes into a comfortable lounge to "cool off." Those whose work prevents them from attending a clinic during the day can take the cure during their sleep, for there are two five-bed wards and also a private ward at the clinic. The Society for the Provision of Medical Treatment for Diseases of the Respiratory Organs, which operates the Duke-Fingard clinics, aim at providing treatment for poor as well as rich, and those who cannot afford the fees (which are the same as ordinary nursing home rates) may obtain treatment free when vacancies occur.

*The respiratory room at the new clinic. The inhalation apparatus is seen on the right*

## The College of Nursing Grows

A FORMAL meeting of the Council of the College of Nursing is held in April each year to accept applications for membership, and this year the number for the month was again in three figures, reaching 137 as compared with 58, 87 and 90 in the three previous years. One hundred and ninety seven members of the Student Nurses' Association were also enrolled and 122 applicants for the Private Nurses' Section. These applications come to the Council because there is as yet no Central Sectional Committee for the Private Nurses' Section. This committee, consisting of private nurses who are Section members, will be elected at the annual general meeting of the Section on May 3 and we would again remind readers that only Section members can vote and cards of membership must be brought so that the right to vote can be verified. The membership of this new Section is now 566.

## The Cinema Aids Research

MOST people regard the cinema only as entertainment, and it does, in fact, entertain some 20 million people every week. But it also plays an increasingly important part in the scientific world and the industry is far from backward in its services to charitable causes. The Earl of Athlone commented on these facts recently when, on behalf of the National Hospital, Queen's Square, he formally accepted the gift of the Associated British Cinemas laboratory for biochemical research and the Gaumont-British laboratory for histological research. He added that the appeal film had made £18,360. Pictures of the laboratories appear on page 534.

## Photographic Competition

THE *Nursing Times* is running a photographic competition throughout the summer, in which the entries must illustrate a different quotation each month. Rules, prizes, and the list of subjects were published in full in our issue of March 25 and will be repeated next week. The April competition the subject of which was "Oh to be in England now that April's there!," is now over, and entries are now being judged by the editor of the *Kodak Magazine*. Next week we hope to publish the names of the prize-winners and to reproduce the winning photographs and a selection of the best non-prize-winning ones. Competitors will doubtless already be considering how they mean to interpret the May quotation, "The daily round, the common task"—a subject of endless possibilities. Those who have been following the "Hints to Amateur Photographers" written specially for us each week by the editor of the *Kodak Magazine* (this week's article is on page 539), will, we hope, find their work more and more worthy of the prizes and reproduction.

# First Aid in Burns and Scalds.—I

By J. W. LITCHFIELD,
B.M., B.Ch., M.R.C.P.*

A BURN is defined as injury to tissues resulting from the application of dry heat; a scald as injury to tissues as a result of the application of moist heat, either as liquid or steam.

## Dupuytren's Classification of Burns

*Types of burns.*—The classical description of burns—by Dupuytren—groups them into six classes according to their severity, but some authorities reduce this classification into three degrees only, by combining the third, fourth, fifth and sixth. The six degrees are as follows:—

*First degree.*—There is scorching of the epidermis or cuticle. The dilatation of the capillaries causes redness and superficial congestion. It is painful and is followed by desquamation of the outer layers of the epidermis. It is not serious and there is no scar left, although frequent scorching, for example, by the sun, may lead to pigmentation.

*Second degree.*—There is damage throughout the thickness of the epidermis. Serum is exuded and the epidermis is raised in a blister. This is painful but it is not serious and does not result in scarring.

## The Most Painful Type

*Third degree.*—The cuticle is destroyed and the nerve endings in the dermis are exposed. The intra-papillary processes of the epidermis remain, and from these regeneration of the skin can take place. This is the most painful and the most fatal of all degrees of burns. The severe pain coupled with the destruction of the skin, which is the heat conserver of the body, results in low temperature and shock, the severity of which depends on the age of the patient and the extent of the surface affected.

*Fourth degree.*—The whole of the epidermis and dermis is destroyed. Pain is less than in the first, second and third degrees owing to the fact that the nerve endings are destroyed. Therefore shock is less severe, but there is no regeneration of skin and consequently healing takes place by the formation of granulation tissue which is later transformed into fibrous tissue, resulting in scars.

*Fifth degree.*—Muscles are destroyed also.

*Sixth degree.*—The limb or affected part is charred.

The constitutional effects of burns include shock, resulting from stimulation of nerve endings, interference with temperature control and absorption of products of tissue destruction. Death can occur from: (a) Asphyxia from smoke or inhalation of carbon monoxide, (b) shock, (c) toxaemia, due to the absorption of toxins from the disintegration of dead tissue cells or from infection of the burns, (d) broncho-pneumonia; this is specially liable to occur in children who have sustained burns of the trunk.

## The Process of Healing

Healing will occur as the result of inflammatory changes, the separation of sloughs and the formation of granulation tissue. The skin slowly grows in from the edges in burns of the fourth and subsequent degrees. If intra-papillary areas of epidermis have survived, small islands of skin appear in the granulating tissue. These spread and coalesce, greatly shortening the healing period. When a wide area is involved skin grafting may help the process. The new tissues contain a great deal of fibrous tissue which forms contracting scars. This may give rise to deformity and crippling, especially if scars form in the region of joints.

All treatment—first aid and otherwise—aims at preventing the complications which endanger life and ability. The immediate necessity may be to extinguish flames from burning clothing. To do this the rescuer must hold a thick coat, blanket or rug, or other woollen article, in front of him, quickly approach the burning person, envelop him and throw him down and then smother the flames by the exclusion of air.

## Avoid Handling the Patient

*Treatment of shock.*—This does not differ from the treatment of shock from any other cause. The patient is placed in a recumbent position with the head low. There must be as little movement as possible; handling, by increasing the pain, increases the shock. The application of warmth by means of hot blankets and hot water bottles, the giving of fluids and, if a doctor has arrived, a hypodermic injection of morphine, will do much to counteract the shock, and then the treatment of the burns themselves can be carried out.

*Local treatment* may be carried out in the following order:—

(1) Prepare solutions, dressings and anything else that is obtainable and may be required. Very carefully remove the clothing, soaking it off by immersing the part in an alkaline solution, e.g.,

* A lecture given at the College of Nursing on March 13.

*Burns of the face and forearms treated with tannic acid. Tannic acid compresses have been applied to the forearms and covered with clean bandage. Note the absence of shock*

soda bicarbonate, a teaspoonful to a pint of sterile water at a temperature of 110 deg. F. If the burns are extensive prepare a warm bath, using four ounces of soda bicarbonate, or eight ounces of salt, to 30 gallons of water, and immerse the patient in it. This also helps to relieve the shock, especially in children.

(2) Apply a first aid dressing. If the burn is not extensive a compress soaked in an aqueous solution of picric acid, 1 to 2 per cent., can be applied. It is an antiseptic and a coagulative, and by forming an impervious layer it protects the nerve endings and limits the loss of fluid, but toxic absorption can take place and picric acid is therefore not advised for a large area.

## Tannic Acid Treatment

Tannic acid is the best treatment known. Thick wet compresses of strong tea, which are kept moist by adding more solution, are the most available form in which tannic acid treatment can be given in a household. Failing that, procure a tube of tannic acid jelly from a chemist and apply the jelly lightly, allowing it to dry before covering with a dressing. This keeps out air and bacteria. If none of these things is available soak lint, gauze or clean handkerchiefs in soda bicarbonate solution and apply, keeping the compresses moist until the arrival of the doctor. Do not use any form of grease or oil if tannic acid is likely to be employed later.

(3) Later treatment consists in cleaning up the whole area, under a general anaesthetic if necessary, using a solution of ether soap and removing pieces of dead skin and other tissue. The area is thoroughly dried and then sprayed with 2 per cent. tannic acid in 1/2,000 aqueous solution of perchloride of mercury—the tannic acid by itself not being antiseptic. It is dried by heat (an electric cradle may be used), and then the spraying is repeated half hourly until a dark crust, or coagulum, forms over the area.

## Treatment in a Private House

If this is not feasible (and it probably will not be possible in a private house unless the necessary equipment can be borrowed from a hospital or large chemist's store) use compresses made of several thicknesses of gauze or lint rather larger than the injured surfaces, keeping them moist with more solution until a coagulum forms. This coagulum makes an antiseptic, air-tight dressing under which healing can progress. In 14 to 21 days the coagulum separates and if the treatment has been successful there is a clean surface underneath covered with thin epidermis.

If infection is occurring under the crust the patient's temperature will rise, he may look flushed and complain of headache, or other symptoms of toxic absorption may be present. Then the coagulum should be snipped and removed, using hypertonic saline—three per cent. solution —and then, after a few days, tannic acid can be re-applied.

As a general rule, scalds are treated in the same way as burns. Those involving the throat and larynx require special treatment and will be dealt with in the second half of this article.

*The same patient on removal of the compresses*

*The illustrations on this page are reproduced from "The Treatment of Burns and Scalds" by P. H. Mitchiner (Baillière, Tindall and Cox) by courtesy of the author and publishers*

*Left: the chapel, light and airy, built on the top floor. It can be recognised from outside by the cross in the brickwork.*

# The Westm

IN 1719 the first Westminster Hospital was opened, a small building in Petty France intended by the founders to minister to the needs of " the sick and needy persons of St. Mary's, Westminster, until it please God that our stock increases." Stock has indeed increased, and on April 20 the new Westminster Hospital, built to accommodate 399 patients, was officially opened by the King, accompanied by the Queen, in the presence of over 2,000 friends and supporters of the hospital.

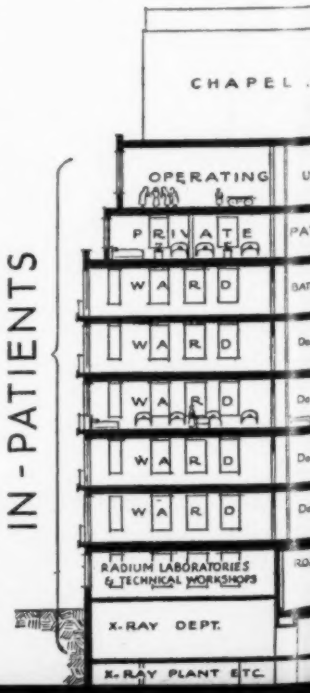
*This bed is served with an oxygen tap. Here is Sister demonstrating on the model.*

Their Majesties were received at the entrance by Lord Wigram, president of the hospital, Mr. Bernard Docker, chairman, and Miss Edith Smith, matron. The Queen, who looked very lovely in a spring ensemble of pale mauve, received a bouquet from Miss Gundry, one of the nurses.

The actual opening was a simple matter, for the King merely pushed a button which electrically opened the main entrance. His Majesty spoke of his personal interest in the hospital (of which he is patron) and alluded to its " long and famous history." There was great applause when he announced that two of the wings in the children's department were to be called after Princess Elizabeth and Princess Margaret Rose.

Their Majesties afterwards made a tour of the new building. Though no patients were installed (they are not to be moved in till June) wards and departments were ready for inspection, and the King and Queen were greatly interested in the many modern innovations. In the King George ward there was a radium display showing the first radium bombs used and models and pictures of more recent methods of radiotherapy. In the dispensary a model illustrating the chemical composition of M and B 693 particularly fascinated the Queen, who had been reading about the new drug, and she called His Majesty to come and examine it.

The most outstanding feature of the new hospital is its provision for co-operation between the in- and out-patients departments and between



*Above: the hospital from St. John's Gardens*
*Right: Their Majesties, arriving for the ceremony, are greeted by the Mayor of Westminster.*

# estm r Hospital

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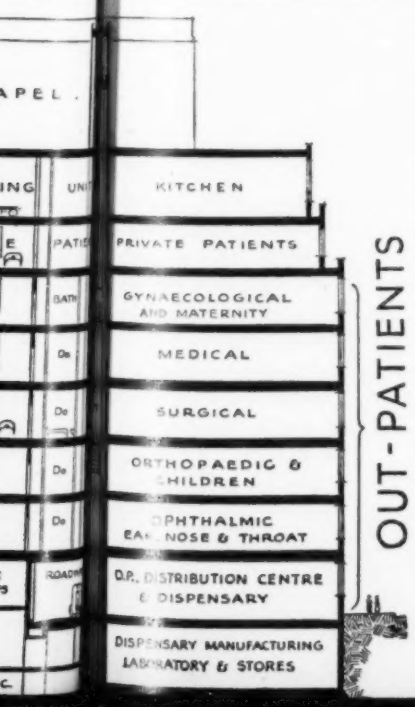
the private doctor and the hospital. On the ground floor there is a large main hall which is intended as a "sorting department." Here, in the adjoining consulting rooms, patients will be diagnosed and directed to their appropriate departments. (Lifts and an almoners' room also open off this main hall.) On each floor, near to the wards of the particular department, is its out-patient clinic, and one sister is in charge of both. A Lamson tube in the dispensary connects with the almoner's department on each floor to bring down the patients' prescriptions. These are made up while the interview with the almoner proceeds and handed out to the patient in the hall when he comes down to leave.

The King George and Queen Elizabeth wards for cancer and dermatology cases, and the two charming children's wings named after the little princesses are on the second floor. These are beautifully equipped. There is a specially air-conditioned ward for premature babies and also a "mothers' flat" for nursing mothers whose babies come in for treatment.

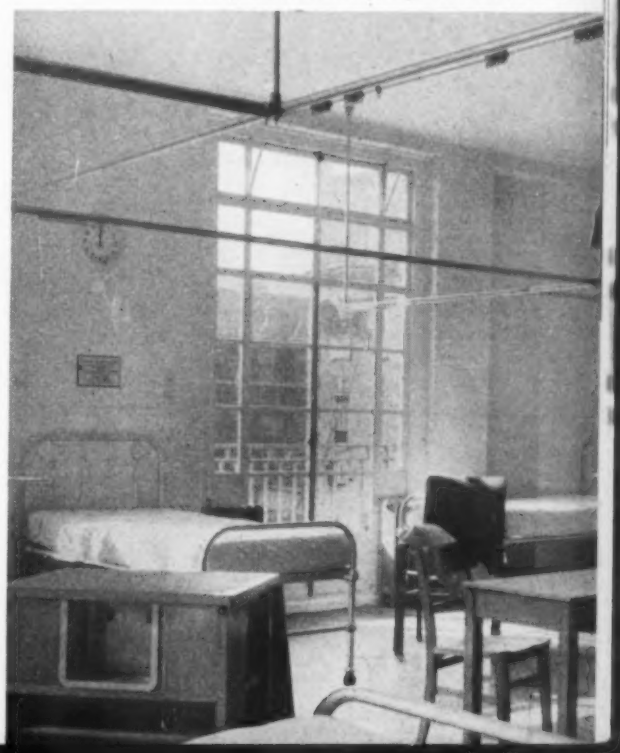
There is a beautiful private patients' block on the sixth floor, and here on the opening day, in the patients' lounge and solarium, tea was served.




The main operating unit and the kitchens are on the top floor, and here, too, is the beautiful chapel like a crowning point to the hospital. Services will be broadcast to all the wards.

Perhaps the most remarkable thing about this wonderful £850,000 hospital is that it is not only built but paid for. This is partly due to the generous gifts of subscribers and donors and partly to the sale of the old hospital. The last £10,000 of the total was guaranteed by the chairman, Mr. Bernard Docker, and Sir Edward Meyerstein, so that the hospital could be opened free of debt. J.K.P.

*A specimen ward showing the locker-bed-tables.*



# Industrial Fatigue

By C. A. OAKLEY,* B.Sc., Ed.B., Divisional Director, National Institute of Industrial Psychology

INDUSTRIAL psychology was established in Great Britain after the War and one of the first subjects taken up was that which is now known as fatigue study. The aim is to consider what conditions make it possible for workers to do the best work within their physical and mental capacity. Its appeal is thus both to employer and to employee. The former has his production improved and the latter benefits in health and general well-being.

You may wonder why psychologists should concern themselves with fatigue study since fatigue is by nature essentially physiological. Fatigue is a process of gradually clogging the muscular system by waste products. This implies that as we go on working during the day, the quality and quantity of our work falls off. In practice, however, this does not always happen and in many instances there is an improvement as time passes rather than a deterioration.

## Psychological or Physiological

This may have a physiological explanation. We may, for instance, liken the action of fatigue to that of other depressives, such as alcohol, narcotics or ether, which often set up a preliminary state of stimulation, although afterwards they act as depressives. It is probable, however, that some of the factors which act along different lines from pure fatigue are psychological. For instance, some psycho-analysts hold that one of the reasons why we often feel dull in the early morning is that we are anticipating something distasteful which is going to happen to us during the day. It is, accordingly, the practice of psychologists to speak of "industrial fatigue" and to point out that pure fatigue is only one of several elements in industrial fatigue. Outstanding among these psychological factors is incitement, or zest.

## Five Methods of Approach

The reduction and elimination of avoidable industrial fatigue is approached in at least five different ways. The first is the number of working hours and the best distribution of these hours. The second is the improvement of the methods by which a piece of work is done, so as to avoid purposeless effort. (This is known as movement study.) The third approach is providing the worker with the best environmental conditions, particularly lighting and ventilation. The fourth approach is the attempt to alleviate monotony. The fifth is peculiar to each individual. The food he eats, the clothing he wears and his general habits—psychological as well as physical—all play their parts in determining how, when and to what extent he will be susceptible to industrial fatigue.

## The Hours of Work

Since the War the number of hours worked in industry has been considerably reduced, although a great many people in various jobs still work even more than the 48 hours which are regarded as the industrial standard. Psychologists recommend these reductions to employers by pointing out that people may do more and better work in a 48 hour week than in a 60 hour week, because they do more every hour. It is difficult to say at what point this contention ceases to be true. If, for instance, we worked a 30 hour week it is possible that we would do even more every hour than at present. It does not follow, however, that this increase per hour would be sufficient to make the week's production greater than that of a 48 hour week. It does seem possible, however, that in the near future many firms will substitute a 44 hour week for the 48 hour week by abolishing Saturday morning work.

## The Double Shift System

There is, however, no ideal length of the working day. It varies with the job, with the type of labour, with the system of payment and with the individual. If the rate of production in a particular factory is determined by machinery instead of by human beings, the firm may want to work its machines as many hours during the day as possible. This is bringing about a development of the double-shift system. At first sight this would seem likely to be unpopular with the workers. But several investigators have reported favourably on it, particularly as it is usually associated with a reduction in the total number of hours worked during the week. One investigator claims that the development of this system will ultimately make a 38 hour week possible in some branches of industry.

Industrial psychologists have, however, been more concerned with introducing rest-pauses in working spells. Normally spells of work in industry are of about four and a half or five hours duration. They are limited in length for women and children by the Factory Acts in certain industries for men also. Psychologists are of the opinion that continuous spells of this duration are too long and they recommend that there should be intermissions. These are known as rest-pauses. The usual break is of about 10

* Summary of a lecture given at a meeting of the Edinburgh branch of the College of Nursing.

minutes duration and it is located shortly after the middle of each spell.

The first minutes of a rest-pause are most beneficial in bringing about recovery from pure fatigue. A stoppage of perhaps two minutes would be sufficient in many instances to restore physical strength and skill. It would, however, be inadequate to bring about psychological recovery. Probably the chief reason for the efficacy of rest-pauses is that the worker sets his rate of working with his eye on a goal which is only two and a half hours away instead of five hours away.

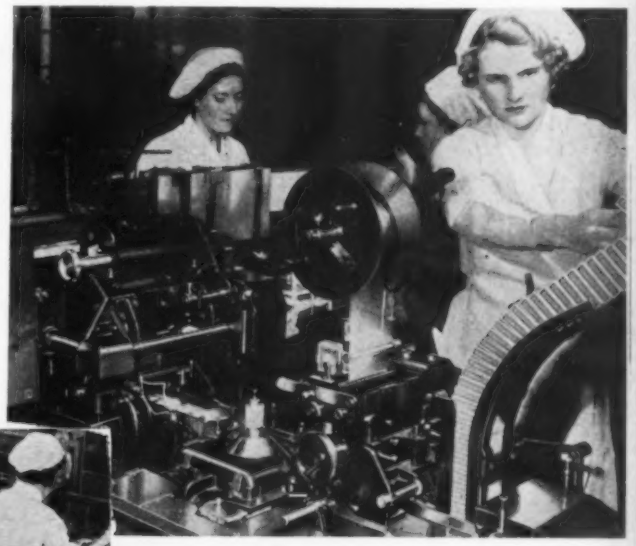
Merely stopping the machines and instructing the workers that they are not to do their jobs for 10 minutes scarcely comprises a rest-pause in the psychological sense. Many firms advise their workers to go to the canteen where coffee or tea is supplied. Some firms have been known to organise physical exercises, but there is much to be said in favour of complete relaxation, although the best arrangement always depends upon the type of work being done. Rest-pauses are most sucessful when the work is of a light, repetitive character, is monotonous, requires considerable physical effort or intense concentration, or involves awkward postures or continuous sitting or standing.

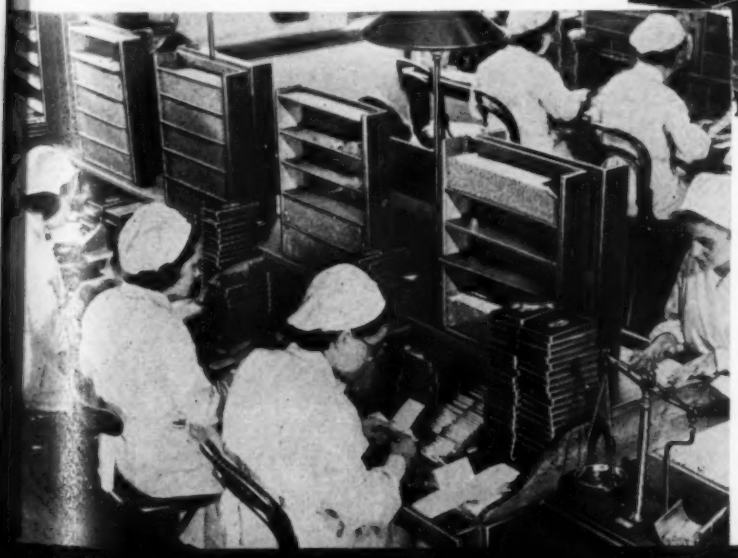
## Abolishing Purposeless Effort

Almost all ways of working have had their origin in trial-and-error and some are astonishingly crude. We in Edinburgh would not normally think of going from Prince's Street Station to Waverley Station via Newhaven and Leith, but that is comparable to the purposeless effort in many of the things we do. Fifty years ago a new applied science was developed known as time and motion study. It had its origin in the realisation by certain engineers of the great inefficiency prevailing in industry. Time and motion study to-day is particularly associated with the setting of financial incentives. Industrial psychologists fully realise how very important these incentives are; but they believe that, if the movements themselves are studied quite apart from any suggestion of basing payment upon the observations, very considerable improvements can be made by getting rid of the hindrances which prevent many persons from doing the best work within their capacity. There is no *science* of movement study. Indeed, the methods are largely those of common sense. Psychologists have learned, however, that one of the chief features of common sense is that it is anything but common.

## Improving Methods of Work

A number of investigators have developed remarkable skill in suggesting how methods of work may be improved. For instance, they maintain that work should be rhythmic, and to this end they try to arrange the tools and the materials which the worker is using in such a way that smooth flowing movements take the place of short jerky movements. A great many people who work at benches would find that they could do their work very much better if they planned the arrangements of these benches to suit themselves. This question is, by the way, associated with other questions such as the best height of benches and chairs. Psychologists maintain that as far as possible heights should be adjustable, so that the individual can arrange them to suit himself. In this and in no other ways postural strain may be reduced and, perhaps, eliminated. Other points





*Workers in the factory of Carreras, Ltd., N.W.1, have two rest-pauses daily, from 10.15 to 10.30 a.m., and from 3.15 to 3.30 p.m. The machines are stopped and all workers leave the workshop for the canteen, where they are provided with a free cup of tea and may purchase light refreshments. The afternoon rest-pause has only been in operation for three months, and is an outcome of the outstanding success of the mid-morning break.*
*Above: "Cellophane" wrapping of Craven "A"; left: packing cigarettes by hand.*

to which investigators give attention are unnecessary running about and general fuss, showing the absence of adequate planning. They also look for other points, such as whether the workers are making proper use of their left hands.

I do not propose to deal with improving lighting and ventilation and reducing noise and vibration. I merely wish to point out that these matters are essentially part of fatigue study. For instance, in lighting we are concerned not merely with the quantity of illumination but with such matters as eye-strain caused by glare, hindrances to good workmanship due to shadow, the psychological significance of colour schemes and the irritation set up by glitter. I should, however, like to mention that most of us tend to think too much about artificial lighting, or rather, not enough about natural lighting. In factories, for instance, we spend four-fifths of our working time under natural lighting. Accordingly, the very first approach to this problem is simply by cleaning windows more frequently.

### Alleviation of Monotony

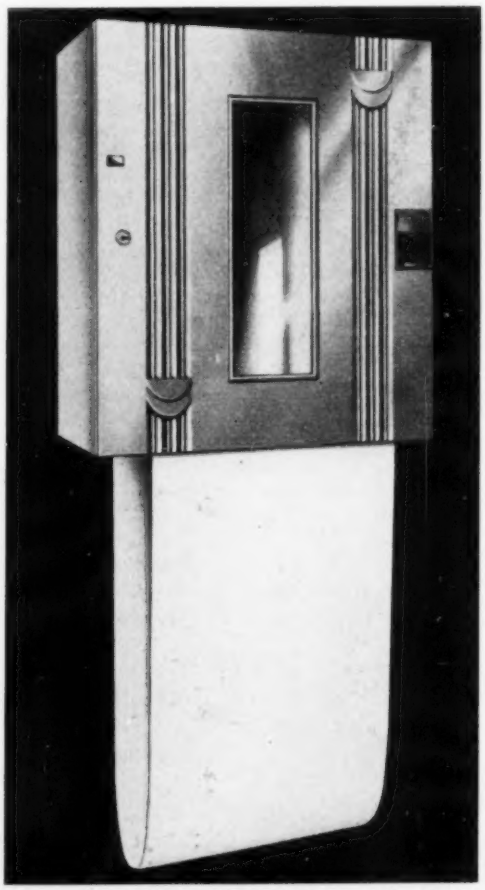
When incitement is lacking, some boredom is usually experienced. Many managers believe that boredom is more prevalent nowadays in their factories than fatigue. Indeed, one of the claims which may be made on behalf of the industrial revolution is that it has gone a long way towards abolishing sheer physical weariness. On the other hand, it has created wider social problems by the progressive sub-division of work.

The first point to be settled, therefore, is the extent to which boredom really is prevalent in industry. Repetition in work is not a modern innovation. Our ancestors may have thought, for instance, that polishing flint arrow heads was quite a dull job. Boredom is, in fact, an individual matter. Actually very few jobs are entirely repetitive. There are many small variations which make for considerable variety. No doubt some of these instances appear trivial to the observer, but a note of warning should be sounded. People who express opinions to others that they must surely find their jobs rather dull should keep their opinions to themselves unless they are in a position to suggest a solution.

We must also allow for the fact that many persons welcome a secure job which calls for little responsibility on their part. Others of restless temperament cannot believe that that is true. All investigators know, however, that if they try to effect changes in workshop routine they must expect to meet with a good deal of opposition from the workers. We know that many people engaged in repetitive work day-dream. Investigators have said that they have not come across many cases of morbid obsessions or anxieties in industry. Indeed, we may come to the conclusion that psycho-neurosis is a problem with the restless persons rather than with those who are content to settle down in a groove.

# Continuous Towel Cabinets

The London County Council education committee are now trying out automatic continuous towel cabinets in their schools. The machines contain a roll of towelling, 50 yds. long by one ft. wide, which is fed out in lengths, and the soiled towelling is automatically returned to the machine after use so that it cannot be used a second time and does not come in contact with the clean roll. No charge is made for the installation and hire of the machines, but 1s. 9d. is charged for laundering each roll. A roll will serve for about 200 washes, so that the cost is only a tenth of a penny per wash. If the machines ensure that no child dries itself on a towel previously used by a fellow, they may do much to prevent the spread of scabies, which has recently been increasing in many parts of the country, and also of ringworm, impetigo and several forms of ophthalmia—all major nuisances of school medicine.—"*Lancet*."



[*By courtesy of the Initial Towel Supply Co.*

**Standard cabinet giving 225 clean portions to every roll.**

# Interim Report of the Inter-Departmental Committee on Nursing Services

## *Conclusions and Recommendations of the Council of the College of Nursing (continued)*

THE Council of the College of Nursing met recently to discuss the interim report of the Inter-Departmental Committee on Nursing Services. The Council approved the general lines of the report which recommends many of the reforms advocated by the College. On some points, however, the Council disagreed and offered a different solution of the problem. In last week's issue we published a detailed report of the opinion of the Council on the conclusions and recommendations of the Inter-Departmental Committee from (1) to (17) inclusive. These recommendations dealt with the status, salaries and pensions of the nurse; the establishment of grants from national funds to recognised training schools; the shortage of nurses and proposed methods to encourage recruitment; the " gap " between school leaving age and the age limit for hospital training; the Preliminary State and Test Educational Examinations of the General Nursing Council; and the establishment of pre-nursing courses. The interim report discussed the questions of examinations in some detail and recommended that the Test Educational Examination should be retained as a temporary expedient only. This week we publish the remainder of the report of the Council's opinion on the findings of the Inter-Departmental Committee.

| Conclusions and Recommendations of the Inter-Departmental Committee | Report of the Opinions of the Council |
|---|---|
| (18) We should be glad to see an increase in the number of preliminary training schools attached to hospitals or groups of hospitals in order to provide a gradual initiation for the young probationer into the practical side of her work. We do not recommend an *ad hoc* grant from public funds in respect of the work done in them since the necessary financial assistance will be provided through the grants to training hospitals which we have recommended. (Paragraphs 109-112.) | (18) Agreed. |
| **Conditions of Work and Salaries** | |
| (19) We are satisfied that many of the statements made in the press and elsewhere regarding conditions of service in hospitals are unjustified and that great improvements have taken place in recent years. At the same time it is clear that in some cases conditions still exist which undoubtedly hinder recruitment to the profession, and these conditions should be rectified. (Paragraphs 113-115.) | (19) Agreed. |
| (20) It is established, in our opinion, that, next to poor financial prospects, excessive hours of work act most adversely on the supply of recruits. We are satisfied that the introduction of a 96-hour working fortnight, for day and night staff alike, is an essential and urgent reform and we recommend that all hospital authorities should introduce it as soon as possible. (Paragraphs 116-122.) | (20) Agreed. To this end the College circularised all hospitals in the country in 1937. * |
| (21) We are of opinion that legislation on hours of work in the nursing profession would be impracticable and undesirable, and that the system of grants to hospitals, which we have recommended, should provide the necessary inducement for the introduction of a 96-hour fortnight universally in hospitals. Payment for " overtime " should not be made to hospital nurses but additional " off duty " time should be allowed when a nurse has to work much beyond normal hours. (Paragraphs 123-126.) | (21) Agreed. |
| (22) To tide over the present acute shortage of nursing staff and in order to introduce, as soon as possible, shorter hours of work, we advise that hospitals should consider an increase in the number of orderlies and ward maids employed on domestic duties and an extension of the practice of employing married nurses. Local authorities should be prepared to modify their rules regarding the employment of married women accordingly. (Paragraph 127.) | (22) Agreed. |
| (23) We recommend that all hospitals which do not at present have a " time table," covering a fortnight or a month, showing the " on-duty " and " off duty " times of each nurse in every ward, should give the matter immediate consideration. (Paragraphs 128-129.) | (23) Agreed. |

* The bracketed references refer in every instance to paragraphs in the main body of the interim report.

| Inter-departmental Committee | College Council |
|---|---|
| (24) We recommend that all probationers who are sitting for a State Examination should be relieved of all hospital duties for as long as possible before the examination. (Paragraph 130.) | (24) Agreed. |
| (25) At least four weeks annual leave, exclusive of sick leave, should be granted both to trained staff and to probationers. The annual leave should include one period of at least two weeks taken consecutively and arrangements made for annual leave should not be disturbed unless absolutely unavoidable. (Paragraph 131). | (25) Agreed. |
| (26) The accommodation provided for the nursing staff which lives in is still, in a number of hospitals, far short of that desirable. (Paragraph 132.) | (26) Agreed. |
| (27) We believe that an extension of the system of living out, in the case of the trained staff, would encourage recruitment and benefit the hospitals concerned, but we consider that, in the case of probationers, permission to live out should be strictly limited and subject to rigid safeguards. (Paragraphs 133-136.) | (27) Agreed. |
| (28) We are satisfied that unreasonable rules and restrictions affecting the nurse's life, both in duty hours and when off duty, are by no means uncommon, and exercise a deplorable effect both on those in the profession and those who may be contemplating nursing as a career. We recommend that all hospitals which have not recently done so should examine their rules carefully with a view to their revision in the light of modern conditions and the best psychological knowledge. Representatives of the trained staff and the probationers should be consulted before such revision is undertaken. (Paragraphs 137-142.) | (28) Noted. |

## National and Regional Councils

| | |
|---|---|
| (29) We recommend the establishment in every hospital of a nurses' council, constituted on the same lines as a Whitley Council, the objects of which would be to promote the removal of grievances and causes of friction in an amicable manner and to give the nursing staff some voice in the administration of the hospital. From these councils there might in time be developed a national council charged with the consideration of conditions of service in the broader aspects. (Paragraph 143.) | (29) Agreed in principle. The Council recommended that the College scheme to provide national and regional councils should be proceeded with without delay in order to secure the most *suitable* machinery for this purpose. |
| (30) The nurses' home should be conducted as a hostel, and a carefully selected woman officer, not necessarily a nurse, should be placed in charge. In the opinion of many of us, she should be made directly responsible to the appropriate hospital committee. (Paragraph 144.) | (30) The Council was not in agreement with this majority recommendation. They were of opinion that a specially selected and suitably qualified sister should be in charge of the nurses' home or hostel, and that she should be under the direction of the matron. |
| (31) We consider that all hospitals should take steps to see that so far as possible adequate facilities for recreation are provided for the nursing staff and that the pursuit of social life outside the hospital is encouraged. (Paragraphs 145-146.) | (31) Agreed. |
| (32) In a number of hospitals the quality of the catering for the nursing staff falls below a reasonable standard. Hospital authorities should place a trained housekeeper in charge of the catering for the nurses and provide competent cooks, sufficient kitchen staff, and a modernly equipped kitchen. In some hospitals vexatious restrictions regarding attendance at meals are still being imposed. (Paragraphs 147-149.) | (32) Agreed. |
| (33) We consider that an improvement is desirable in the routine medical inspection of the nursing staff of most hospitals and we feel strongly that a nurse who is confined to bed or absent from duty for more than 24 hours on account of illness should invariably be examined by a medical officer. (Paragraphs 150-151.) | (33) Agreed. |
| (34) We believe that probationers are not required to do so much domestic work as in the past, but it is obviously wasteful and unenlightened to insist on the daily repetition of routine tasks by probationers when these tasks could be carried out by the domestic staff. (Paragraph 152.) | (34) Agreed. |

## Inter-Departmental Committee

(35) Pensions for nurses should, as far as is possible, be universal and interchangeable between all branches of the service. We recommend that discussion should take place between the parties interested without delay in order to effect mobility of transfer between one type of service and another. (Paragraphs 153-155.)

(36) We recommend that the anomaly whereby a nurse who lives out may receive a larger pension than that of a nurse of similar grade and seniority who lives in should be remedied as soon as possible. The emoluments of the nurse who lives in should be assessed at a figure nearer their true value. (Paragraphs 156-157.)

## College Council

(35) Agreed, but the Council recommended that the words "as far as possible" should be omitted.

The Council noted with interest the Appendix dealing with the question of pension schemes for nurses and expect to have further observations to make on this matter in the near future.

(36) Agreed.

## The "Assistant Nurse" and her Enrolment

(37) We recommend that the grade of nurse known as the "assistant nurse" should be given a recognised status and placed on a roll under the control of the General Nursing Council. (Paragraphs 158-159.)

(38) We suggest that the qualifications for admission to this roll should be:

(a) a minimum age of 21 years;
(b) evidence of character and suitability;
(c) two years' training in an approved institution;
(d) a certificate from the hospital authorities and an assessor appointed by the enrolling body that the candidate is competent in her work and a suitable person for admission to the roll. (Paragraphs 160-161.)

(39) Existing assistant nurses should be admitted to the roll on a certificate of competence from their employers or from the agency or co-operation through which they are engaged and on evidence that they have practised the nursing of the sick for at least two years and are of good character. (Paragraph 162.)

(40) The assistant nurse should be eligible for pension and her rates of salary should be regulated by the salaries committees. (Paragraph 164.)

(41) We are of opinion that, excepting nurses in training, only State-registered nurses and assistant nurses on the roll should, habitually and for gain, nurse the sick, but we reserve for further consideration a suggestion that legislative steps to secure this end should be taken. (Paragraph 165.)

(42) We consider, however, that, as soon as possible, it should be made an offence for any agency or co-operation acting in connection with the employment of nurses to supply for gain, for the purpose of nursing the sick, any person who is not entered on the register or roll or to fail to inform the applicant for the nurse's services to which of these two categories the nurse supplied belongs. Local authorities should be empowered to license, register, and inspect all such agencies and co-operations. Our recommendation that a roll of assistant nurses should be established is contingent upon the provision of these safeguards. (Paragraph 165.)

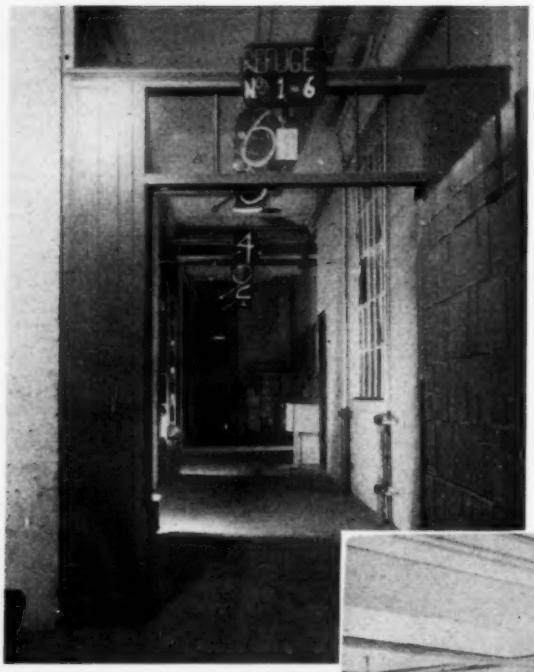
(43) We think that it is impossible, having regard to the popular use of the term "nurse," to limit this title to the State-registered nurse only. We also consider that none of the names suggested for the assistant nurse is likely to win popular acceptance. (Paragraphs 166-167.)

(44) We recommend that the name "assistant nurse" should be retained and protected by law. In order to avoid confusion with the State-registered nurse, we suggest that the latter should adopt in private practice the title of "sister." (Paragraph 168.)

(37—44) With regard to the recognition and status of the "assistant nurse," the Council approved the admission of "assistant nurses" to a roll to be maintained by the General Nursing Council, provided that State-registered nurses and the public were protected from exploitation by safeguards in the form of legislation, as suggested in paragraph 165. They objected to the title "assistant nurse" being legalised and strongly urged the adoption of the name "approved invalid attendant." A recommendation to the effect that steps be taken to seek an interview with the Minister of Health in order to stress the urgency of proceeding with this matter as soon as possible was added. The Council submitted that, in view of the fact that many hundreds of women would shortly be undergoing brief periods of experience in hospital in order to fit themselves as "nursing auxiliaries," it was imperative that legislation be promoted as soon as possible on the lines suggested in paragraph 165, i.e., "that no persons other than State-registered nurses or assistant nurses [approved invalid attendants] entered on the roll should habitually, and for gain, engage in nursing the sick."

The Council was not prepared to put forward any opinion, at the moment, with regard to the suggestions made for the qualifications to be required of the "assistant nurse" for admission to the roll. Questions of age, character, suitability, training, competence and channels of employment in connection with such enrolment have been reserved for further consideration.

(*Concluded.*)




# A. R. P.
## *in the*
# Factory

**By A. B. DOWSON, S.R.N., Industrial Nursing Certificate of the College of Nursing**

IN any scheme of Air Raid Precautions in factories or business houses the nurse in industry endeavours to make as valuable a contribution as possible in preparing for casualty treatment of major and minor injuries and to master the treatment of, and prepare for, gas casualties. It must, however, be recognised that, important as this is, it is but a link in a much larger undertaking. The first endeavours of the nurse must be to make the medical service of which she is in charge function as efficiently as possible.

It is probable that A.R.P. will shortly become an obligatory measure in all firms employing a certain number of workers. What has already been done by some is therefore of considerable interest. It falls into two parts, the provision of safety and the training of personnel.

The measure of safety aimed at and the progress so far attained depend firstly upon the decisions of the management, usually the chairman and directors of the undertaking in consultation with the experts appointed by them to advise on specific measures and to train the personnel in different duties. The details of the scheme are then carried out by the experts and managers of the various departments working in close consultation.

Advice from architects and engineers is necessary before decisions are taken as to the safest parts of the buildings concerned to use as refuges in possible raids and how they can be further protected. This raises the subject of equipment, and the decisions as to how much expenditure is necessary is one for the chairman and directors. Their forethought will have decided the extent of the preparedness arrived at during the September crisis and the measure of preparations going quietly on since that time up to the anxious present days. The photographs above show views in a business house last September.

A large basement block of the firm's building was chosen as a refuge and leading out of it was a first aid room in which first aid equipment was assembled under the nurse's directions. The straw bales used in despatching goods were cleared out, but some were kept and placed as shown in the photograph to provide beds on which stretchers could be placed so as to raise them off the stone floor and to facilitate treatment. The windows were covered on the outside with sheets of steel and sandbagged up, and inside wooden slats were nailed round the framework on which gas curtains could be fixed. There was an exit through a lobby capable of being turned into an air-lock.

Stretcher squads of previously trained volunteers were hastily drilled on September 27 and made familiar with the entrance and exit. They also practised evacuating stretcher cases from the first aid block into works delivery vans transformed into ambulances. The nurse was made familiar with the personnel already experienced in first aid who were detailed to assist her. Since that date large numbers have volunteered for training in first aid, home nursing, anti-gas decontamination and fire fighting. The training was undertaken in work time and by

experts provided by the firm. In a firm employing at one of their works 1,000 people, 180 are now trained for these various services and have gained certificates of proficiency. A rescue squad equipped with picks and shovels and acetylene welding apparatus is also part of the service, and the members of this group are composed of engineers employed by the firm. The fire fighting squad has its own mobile pump, and tanks containing 16,000 gallons are now being placed at various points inside the works, so that, in the event of outside water failing, these could be used for pumping for 40 minutes if necessary, at the rate of 350 gallon units per minute.

### Friends Keep Together

The various trained groups have been assigned their special spheres of operation in an emergency, and communication by inter-departmental telephones between the various groups and a control room staffed by the manager and his assistants has been arranged. There is also a private line to the local fire station from the control room. Each group has also its runners for taking messages should telephonic communications fail. The groups have each their distinguishing colour armlets, which are worn at all practices, and the wardens to be responsble for each different group of workers taking refuge in the shelters chosen must make a roll call at every practice. As far as possible, the employees working together have their places in the shelters together, their usual departmental managers being appointed as wardens, unless they have been trained for one of the special services, such as first aid or fire fighting. They will find it easier to account for the people with whom they are already familiar and to keep a team spirit among friends.

A cleansing centre has been arranged for dealing, if necessary, with a small number of gas casualties, and the anti-gas group has its full equipment. The decontamination squad, which also has a centre for operations, has full equipment and has been thoroughly trained in all details of the work, including decontaminating cars and ambulances.

### The Nurse's Equipment

Carboys of distilled water are also available in the event of burst mains cutting off water supply, and could be used for fire fighting in addition to the tank water. The first aid requisites include, of course, stocks of blankets, hot water bottles, splints, shell dressings, tourniquets, antiseptics, instruments and sutures. The nurse is also in charge of specific medical supplies, including tetanus anti-toxin and morphine. Included in her stock are Primus stoves and covered enamel jugs for heating water to provide hot drinks as well as to sterilise instruments. Mugs and feeding cups have not been forgotten, nor the necessary supply of sanitary articles. Lighting of the shelters and first aid room is being dealt with by means of lamps working off their own batteries and giving light for 12 hours. It is, however, a problem difficult to deal with adequately, and any nurse might quail at the thought of having to do intricate first aid duties by the light of small lamps and batteries. Another important item in the nurse's equipment is a supply of labels, on which to record injuries and the first aid treatments and drugs given, to be attached to each casualty.

In view of the time which these last months have allowed for reviewing the adequacy of the preparations for casualties made hastily last September, it has been decided to provide heaters for shocked cases in addition to hot water bottles. The stretchers will in future be placed over stands improvised from racks used for storing stock, instead of on bales of straw, and under these racks heaters will be placed as a method of *réchauffement*.

# Hints on Playing Tennis

## No. 5.—Volleying

IT is not many years since the volley was rarely used by women players, and any one who could volley consistently caused something of a sensation. Fortunately, this phase of the game has now been generally developed, but there are still many players who confess to a weakness in volleying; in consequence their game is seriously impaired. For effective volleying it is essential to watch the ball very carefully, as there is less time to see it, and to use a very firm grip. Do not merely let the ball hit the racket, but impart some drive to it. Most volleying should be done from between the net and the service line. It is dangerous to stand between the service and base lines (" no man's land "). A back-line player can manage without volleying, but it is a tremendous asset to be able to volley when drawn out of position. Perhaps the chief value of the stroke lies in the fact that if the ball is volleyed it will be returned much earlier than if it is allowed to bounce, and the opponents will therefore have less time to get into position and prepare for the return.

Another very valuable point is that the nearer to the net the ball is taken the more obliquely can the return be angled, and a gap thereby found in the opponents' defence. In volleying, it is essential to keep the ball low, and whenever possible to play it *down*. A volley that lifts the ball is usually asking for trouble, except the lob-volley which can be used very effectively if the opponent is well up to the net.

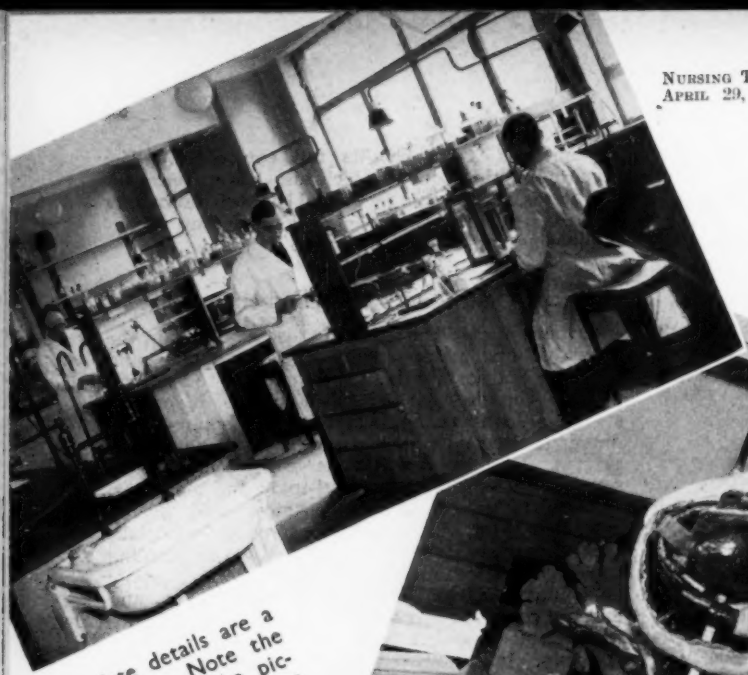
A stroke taken overhead before the ball has bounced is not usually classed as a volley. Insufficient advantage is taken of such a " gift " shot, when near the net. It should be heartily " whacked " down at a sharp angle, and should then be beyond the possibility of return. Quite a number of players who have an admirable overhead service do not deal properly with this shot, but wait for the ball to drop to waist level, and then play it as an ordinary volley. Endeavour to treat a shot of this kind as a service, and hit the ball hard, preferably across the court. If such a ball is taken in mid-court or further back, it is better to smash it as straight back as the positions of the opponents will allow.

In a half-volley, the ball is struck immediately after it has hit the ground—in fact almost simultaneously with the bounce. It is a difficult stroke to execute with any certainty, especially on grass, and, as it is usually defensive, it should not be used much except in an emergency. A player who is forced to half-volley frequently is most certainly playing in the wrong position and should either go forward and volley, or further back and play the ball after it has bounced.

H.R.

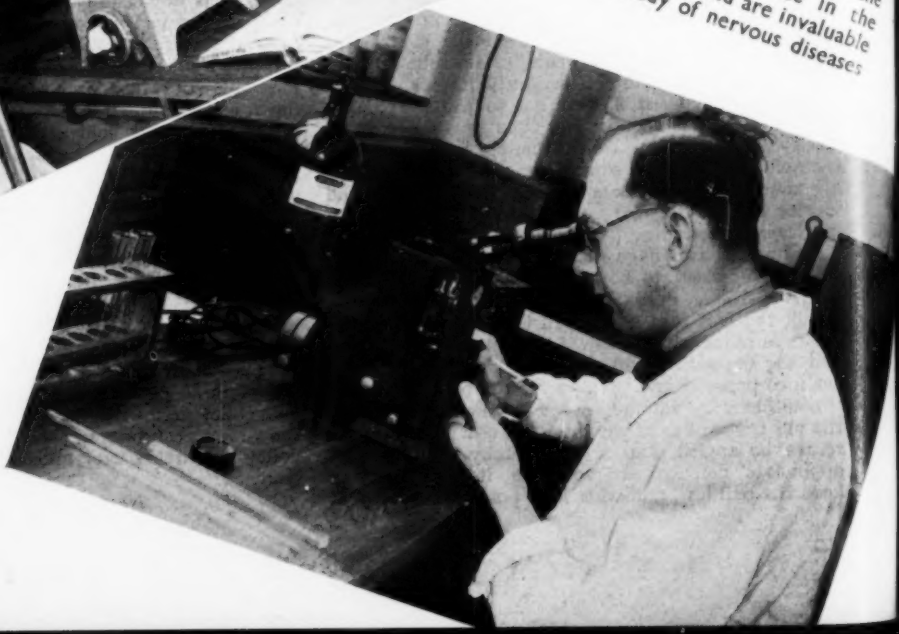
*Next week.*—Tactics.

# Laboratory t
# Nervous Di



e up to date details are a
y to scientists. Note the
angle-poise lamps in the pic-
ture above, the electric heater
beside the microscope worker,
the calorimeter at the foot

The two centre pictures show the making of coloured plasticine models of the nerve tracks in the brain; they are for use in the medical school, and are invaluable for the study of nervous diseases



# ory tudy of
# ous Diseases

The picture above shows microtome knife being sha pened and that below shows the microtome cutting celloidan sections. At the foot are the finely hung balances, electrically controlled

Two new laboratories have been presented to the National Hospital for Nervous Diseases, Queen Square, Bloomsbury, gifts from the Associated British Pictures and Gaumont British Picture Corporation

# Correspondence

## "Few There Be That Find It"

We must thank the *Nursing Times* and your contributor "M.H." for the full information given in your issue of April 22 regarding the arduous work of the Co-ordinating Committee since October, 1938, to assist suitable refugee women to obtain nurse training, or, if certificated in their own land, nursing employment.

They do indeed "seek a country" but it is tragic to learn that, owing to the many difficulties encountered, out of 2,802 preliminary applications (in three special groups) only 200 women have arrived in England. What human suffering and misery this reflects.

It is not easy to see why our Home Office will not allow trained nurse refugees to work in nursing homes. We hear so much of the need for the better educated nurse and many of these women have travelled and speak several languages. They would be appreciated, one imagines, by the patients who are able to afford London nursing homes.

We must be grateful to all who are assisting to minimise such a distressing problem.

F. A. SHELDON.

## What Does 'Vocation' Mean ?

According to the dictionary nursing is a vocation and a profession :—" *Vocation*, n. Divine call to, sense of fitness for, a career or occupation, . . ." " *Profession*, n. Declaration, avowal, . . . , vocation, calling, especially one that involves some branch of learning or science . . ."

Yet the probationer who spoke so well over the radio on Saturday, April 15, at 2 p.m. in the "Careers for Girls" series made me understand that she felt nursing was a profession but *not* a vocation, that one need not be afraid of taking up nursing if one had no vocation for this branch of work. She did say that would-be probationers must, at the very least, be "interested" and "keen." This surely means they must have a sense of fitness for nursing, which means having a vocation for nursing—or doesn't it ?

I imagine that many girls would be put off from taking up nursing if they felt it was no longer a vocation or profession. I wonder just what meaning the probationer in question gives to the word "vocation" ?

"INTERESTED, A.J.P.F.C."

## Using the Married Nurse

There must be a great many trained nurses all over the country who, like myself, are now married and have home ties which would prevent them, in a time of emergency, from offering their services to the State as nurses if this involved leaving home. I suggest that, where conditions are suitable, such nurses should offer to take semi-convalescent patients from local hospitals into their own homes and so free more hospital beds for emergency cases.

We have been told that as many patients as possible will be sent to their homes in order to free hospital beds; these scattered patients will throw an enormous amount of work on the district nurses who will presumably be responsible for their after-care. If even three or four of them in one district were gathered under one roof and cared for by a trained nurse, it would lessen the work of the district nurse and of the visiting doctor. A nurse could also take patients who could not be sent home to unskilled care and unsuitable conditions.

Where such patients were accepted ordinary refugees could not be placed. The Government would have to make maintenance grants, and I expect the local hospitals would help to provide the necessary equipment.

I look after my house and my small son unaided so that I cannot volunteer for nursing away from home. I am liable for four evacuated persons, but I feel that this is rather wasting my training, which would be better utilised if I had four patients instead.

L.P.

## The "Existing" Nurse

After reading the many letters about registration of assistant nurses, is it not time that we began to consider the position of the "existing" nurse of 1919 who, for various reasons, failed to become State registered during the period of grace? There are many members of the College of Nursing who have been, and are still, in active nursing, but who between 1919 and 1925 had duties to perform which prevented them from reading even the regular bulletin. Thus they were ignorant of the period of grace given. I trust this matter will be given consideration at the forthcoming conference.

COLLEGE MEMBER 19992.

[*In considering this difficult problem it might save confusion to talk of the enrolment, not the registration, of assistant nurses. It is not suggested that the assistant nurses should be included in the State Register.*—ED.]

## M.R.A. versus A.R.P.

I heartily support those who believe that moral rearmament would make A.R.P. unnecessary if adopted throughout the world.

I thank your correspondents and am making a note of the name of the book recommended by J. Armstrong.

COLLEGE MEMBER 17,866.

## A Successful Special Course

May I, through the *Nursing Times*, express thanks to Miss MacEwan and all at the College of Nursing headquarters who helped to make the recent Special Course in Public Health and General Nursing so interesting and pleasant. I am sure the knowledge gathered from the lectures will be most useful. The visits, too, were much appreciated, and the kindly way in which we were received made them all the more enjoyable.

The interchange of ideas during conversation with others attending these courses is very good. I have attended them several times now and feel each time that the last one is the best. Then, too, having the College as headquarters while in town is so nice.

FLORENCE BLYTHE BROWN,
health visitor, Northampton.

(*Other correspondence unavoidably held over.*)

# Industrial Nursing in the New World and the Old

By H. E. COLLIER, M.C., M.B., Ch.B., Reader in Industrial Hygiene and Medicine, Birmingham University.

SOMEWHERE near the top of the huge pile of the Rockefeller Centre (50, West 50th Street, New York) the headquarters of the Public Health Nursing Association of the United States is located. When I was travelling in the Eastern States about eighteen months ago, I had the good fortune to meet and talk to Miss Ruth Houlton, the national organiser, in her office and she gave me some details of the organisation and prospects of industrial nurses in the States.

## The Two Countries Compared

America is a land of swift dramatic developments and a bewildering variety of impressions. Many words in common use in America and Great Britain have very different meanings in the two countries. In Britain an industrial nurse is a nurse who works in a factory and who has few, if any, responsibilities for the non-industrial lives of the workers. In the States an industrial nurse is much less clearly defined; in fact, an industrial medical service sometimes provides a complete health and medical service for the workers, their families and dependents. On the other hand, an industrial medical service may provide nothing more than is provided in an English factory clinic or surgery. Needless to say, nursing in the former type of service is widely different from the kind of service nurses are accustomed to perform in this country. Then again, in America industrial nursing is a development of the American public health nursing service and not of the general nursing profession. The two branches of the profession are much more clearly marked off from one another in America than they are in this country.

## A Similarity of Problems

It might be supposed, therefore, that little valuable information could be obtained from a comparison of industrial nursing in the two countries. Such a supposition is true, if we pay attention only to the differences between the two countries, and do not notice the underlying similarity of the problems affecting each. In both countries nurses and their leaders are asking : (*a*) what special kinds of service industrial nursing ought to attempt to supply for any community; (*b*) how adequate training can be obtained for that special service; and (*c*) by what means industrial nursing can be made a reasonably secure and a professionally satisfying career.

So far as my own observation goes, none of these questions has yet been satisfactorily answered either in this country or in America (or in Canada either, for that matter, so far as I could ascertain in Toronto). As I see it, the answers to the three questions will be and must be different in detail because the circumstances are so widely different in the two countries. If follows, therefore, that little can be learnt by copying the methods adopted in other countries, but that a very great deal can be learnt from a study of the methods adopted elsewhere, provided we possess a reasonably clear understanding of the actual facts that underlie these differences.

Something has been said already concerning the wide and real differences between America and this country. But there is one further difference of such importance that beside it all the rest become comparatively insignificant. In this country—for good or ill—we have a National Health Insurance scheme which is theoretically responsible for a personal and domestic health and sickness service for all workers. In America no such insurance service exists at the present time. The result is that industrial nursing (like industrial medicine) has a much wider field and scope in the States than it can have in England.

## Health Service in America

It is possible to imagine that in the States a *complete* health service for industry could be developed upon a predominantly " factory " basis, and yet not create a large amount of wasteful overlapping, useless competition or friction between the factory health service and the medical and nursing professions. I do not say that a complete health service will be established on a factory basis in America. I believe that it *could* but I do not believe that it *will*. There are reasons for thinking that such a service would be an undesirable type of service. Of these reasons, the most important is that nowadays workers do not live " around the factory " and that a man's personal life should be his own. It is not good to centre his life exclusively in the factory, nor to centre his medical-nursing service there. A medical-nursing service should be a communal and a personal service not an " industrially-provided " service; or so I believe.

In this country, such a service is unthinkable and would cause endless confusion and over-lapping. Circumstances compel us to take a much narrower view of the functions which industrial nursing can perform in this country. We may have increasingly to confine our industrial nursing service to attempting to provide the best possible service within the four walls of the factory, and may not include in it any of the nursing service done by the private, district and public health branches of the nursing profession.

## What of the Future ?

In America, as I see it, the whole situation is in a fluid state. Few unalterable precedents have been set. No one is quite sure what kind of complete medical service for the nation is really desirable. For my part, I should expect that different types of general and industrial medical and nursing services will grow up in different communities in the States and that, in time, a considerable variety of types of

industrial nursing will develop in that country.

Talking to industrial nurses in the States, I found that even when they were not working with medical men few of them entertained the idea that an industrial nurse might have duties to perform for industry *outside* her "hospital" or clinic. The hygiene of the workshops and the health effects of the conditions of work (hours of work, overtime, cleanliness and care of sanitary conveniences, and so on) did not appear to be part of their general conception of their proper sphere of work. A few were aware of the personal, psychological and group factors in the determination of the worker's health.

In each country it is realised that an industrial nurse should have general training followed by special training and experience in factory hygiene and industrial nursing. The problem of how and where special training in industrial nursing should be obtainable is under close consideration in the U.S.A. at the present time. The economics of industrial nursing and its status are apparently in much the same unsatisfactory state in America as in England. It seems that in both countries industrial nursing is a "Cinderella" whose "Prince Charming" has not yet appeared. Competition with untrained or inadequately trained "nurses" is not unknown in the States also.

In a few cases, employee organisations, such as trade unions, are employing industrial nurses in the U.S.A., but the work of these nurses is general rather than industrial nursing. Great difficulty is experienced in organising industrial nurses in the States into a compact professional body. The nurses are isolated from one another and have not yet developed any corporate professional consciousness. This appears to me to be one of the greatest stumbling blocks that is hindering the profession from improving the status and economic position of industrial nurses in both countries.

In the meanwhile, the leaders of the nursing profession in the U.S.A. are wrestling with the problems of types of service, of education and of economics and status. So after all, we are all together in the same boat and sailing upon the same sea.

# News in Brief

### A New Hospital Burnt Down

NEWRY FEVER HOSPITAL, County Down, was destroyed by fire last Saturday. Patients were saved by nurses and staff but the whole hospital, including the nurses' home, was gutted. It had only recently been built at a cost of £18,000.

### Scottish Hospitals and A.R.P.

THE 11 Scottish hospitals which, as reported in the *Nursing Times* last week, have been selected by the Department of Health for Scotland for the erection of hutted annexes for the provision of 5,000 additional beds for air raid casualties in the event of war, have all given ready assent to the scheme and generous co-operation.

### For the Summer Outfit?

THE Middlesex County Council raised the salaries of the nursing staff in its hospitals a year ago. Now the details of the scheme are complete, and a large number of nurses are rejoicing in sums varying from £10 to £20, as back pay.

### Opening in October

WHEN the Duchess of Gloucester opens the new home for nurses at the Northampton General Hospital on October 19, it is hoped that the ceremony may be broadcast.

### Jewish Hospital Helps Refugees

AT the appeal dinner of the London Jewish Hospital, Stepney, on April 19, £10,500 was given, part of which will pay for the recently opened nurses' home. Lord Reading said the hospital's contribution to the refugee problem was to take a certain number of refugees for training as nurses.

### Hospitals Day

As a result of the international situation and the call to National Service, it is feared that Hospitals Day collections (May 9 for Inner London and May 13 for Outer London) may suffer this year. A B.B.C. broadcast, a "trailer" to be shown in cinema theatres and a free display of posters are among the many "gifts in kind" which should help to bring Hospitals Day to the attention of the public.

### Everyone Delighted

A LETTER from the Duke of Kent to the Woolwich War Memorial Hospital promising to come and open the new nurses' home on Thursday, June 29, has given great pleasure to everyone connected with the hospital.

### Prepared

IN declaring open the new nurses' home at Macclesfield Infirmary on April 19 one of the speakers said the idea of the home was born in the inconveniences and difficulties of the war period. The infirmary has had a request from authority to be prepared with 53 beds in case of emergency, but there need be no repetition of the tale of inconvenience.

### "Grave Concern"

LOSS of fees in respect of the training of pupil midwives was one of the reasons given in the 108th annual report of the Sussex Maternity and Women's Hospital, Brighton, for the excess of expenditure over income last year. The report expresses "grave concern" for the finances of the hospital. During the past year there were 912 in-patients, 565 babies were born in the hospital and attendances at the ante-natal clinic numbered 4,728.

### River Emergency Service

LAST Sunday 11 nurses in tin helmets and anti-gas clothing sailed from Greenwich on board the *Queen Elizabeth*, a Thames pleasure steamer which has been fitted up as a casualty station. The nurses were part of the River Emergency Service and they were taking part in a river A.R.P. test which dealt with a mock raid on the Port of London where 45,000 dock and river workers have to be protected.

### Serious Shortage of Children's Nurses

THE annual meetings of the South-Eastern Hospital for Children, Sydenham, S.E., and of the Bristol Children's Hospital, both held recently, report a shortage of probationer nurses so serious that wards must be closed down. It seems probable that this shortage is, to a certain extent, the result of lowering the age of entry for general training.

# Hints for Amateur Photographers

*By the Editor of the "Kodak Magazine"*

## No. 5.—Making Portraits Indoors

SUCCESSFUL pictures of friends and members of the family can easily be made in any room, provided that the windows let in unobstructed light from the sky. An excellent portrait lighting can be obtained by drawing the blinds or curtains of all the windows but one, and placing the subject a few feet from the uncovered window.

To throw the features into interesting relief, the head should be turned partly away from the light so that one side is more brightly illuminated than the other. Then, to prevent the shadow side from appearing too dark, a large white towel or sheet should be placed about two feet from the subject so that it reflects a certain amount of light into the shadows. (This must not, of course, appear in the picture !)

### Obtaining a Natural Effect

The most natural effect is obtained if the light falls downwards on the subject at an angle of about 45 degrees. You can easily secure this illumination by covering the lower half of the window with a sheet or a piece of muslin.

For head-and-shoulders portraits a fairly plain background is preferable. If the walls are distempered or covered with an unobtrusive paper they will serve very well, but otherwise an unpatterned cloth should be suspended not less than three feet behind the subject. (The cloth should be drawn taut so as to remove any wrinkles that might show in the picture). For full-length portraits and groups a more detailed background is often effective—nursery furniture, for instance, might be included in a portrait of children—but care must be taken that it does not distract attention from the subjects themselves.

Indoor photography calls for longer exposures, of course, than are necessary under the open sky, for the light is less brilliant and therefore takes longer to affect the film. To shorten the exposure as much as possible you should use a fast film (i.e., one that is extra-sensitive to light) such as Kodak Super-Sensitive Panchromatic or Super-XX. You should also remember that light-coloured clothes need shorter exposures than dark ones.

### Gauging the Exposure

The best exposure to give depends upon the brightness of the light, and as this can vary so much, exact advice is not possible. The following suggestions are given for your guidance, and a little experience will enable you to judge the most suitable exposures.

With the average box camera, on a fairly bright day, a time-exposure of from 1 to 3 seconds is recommended. With a folding camera in similar conditions a somewhat shorter exposure is usually sufficient, for most folding cameras are fitted with faster lenses than box-type models. (See the article in the *Nursing Times* of April 1.) For exposures of more than 1/25th of a second the camera should be placed on a tripod or other firm support. Otherwise the pictures will probably be blurred from movement of the camera during the time the shutter is open.

For advice on posing, distance between camera and subject, and the use of a portait attachment, readers are referred to last week's article. The remarks made there apply equally to indoor portraiture, with the one proviso that children must be told to keep still if you are giving a long exposure.

*Next Week :* Advice on Composition.

**"NURSING TIMES" COUPON**

**Answers to enquiries on professional matters, holidays and homes, free. Legal answers, 2s. 6d. and stamped addressed envelope. Photographic competition. April 29, 1939**

# Nation's Fund for Nurses

### *Nurses' Appeal Committee*

For the second time within a few weeks our total has been saved by a Student Nurses' Association unit, which proves that there is no age at which members of the nursing profession are indifferent to the misfortunes and troubles of their colleagues. We live in difficult times and many people are waiting for signs of a more settled world future before *spending*. We ask you most urgently not to pursue this policy with regard to *helping*. Our nurses in need cannot wait for a settled world; they must eat and have a bed and shelter now; their own personal future is a worry to them. Please help us to do all we can to alleviate it.

## Donations for Week Ending April 22

| | £ | s. | d. |
|---|---|---|---|
| Derbyshire Royal Infirmary (sale of matches) | | 4 | 0 |
| Miss D. S. Coode (annual subscription)... ... | 1 | 0 | 0 |
| Leicester Royal Infirmary (result of student nurses' whist drive) ... ... ... | 4 | 12 | 0 |
| | £5 | 16 | 0 |
| Total to date ... ... ... ... | £4,175 | 4 | 6 |

We send grateful thanks to the following:—*For tinfoil.*—Miss Ellis-Aubrey and patients (mostly children). *For clothing.*—Founder Member 7924, Miss K. Herbert, Miss M. E. Sparshott and four anonymous donors.

M. H. HENDERSON, SECRETARY, Nurses' Appeal Committee, *Nursing Times*, c.o. The College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

# Coming Events

**Kent and Canterbury Hospital.**—There will be a reunion of past and present nurses on Saturday, May 6, beginning with a service in the chapel at 2.45 p.m. Tea will be served at 4 p.m.; annual meeting, 5.30 p.m., followed by a social evening. Matron will be happy to welcome all past members of the nursing staff.

**Association of Sick Children's Hospital Nurses.**—The first annual general meeting will be held at the Hospital for Sick Children, Great Ormond Street, W.C.1 (by kind invitation of the committee), at 2.30 p.m. on Saturday, May 6. R.S.V.P. to Matron at the above address.

**St. James' Hospital, S.W.12.**—The prize day and annual reunion will be held on Saturday, May 6, from 2.30 to 6 p.m. The chairman of the London County Council, Mrs. E. M. Lowe, J.P., has kindly consented to present the prizes and certificates. All former members of the nursing staff will be most welcome.

**City of Birmingham Maternity and Child Welfare Department.**—A refresher course for health visitors will be held from May 8 to May 13 inclusive. Booking fees and enquiries should be addressed to Miss I. H. Sinnett, tutor, Room 3, Public Health Department, Council House, Congreve Street, Birmingham, 3.

**Nurses' Missionary League.**—The 36th anniversary will be held at Caxton Hall, (Kent Room), Westminster, on Thursday, May 4. Morning session, 10.30 a.m. to 12.30 p.m.; afternoon session, 3 to 5.30 p.m.; evening session, 7.30 to 9.30 p.m. All members and friends are cordially invited to be present. Further information and invitations may be obtained from Miss Richardson, 3, St. Augustine's Mansions, Vauxhall Bridge Road, S.W.1.

**Miller General Hospital Lawn Tennis Competition.**—Open to men and women in South London and home counties, south of the Thames, who have not competed in a level event in any open tournament sanctioned by the Lawn Tennis Association. Matches must be played on grounds within 12 miles of Blackheath. Closing date for entry, May 1. All enquiries should be made as soon as possible to the hon. secretary, 27a, Hervey Road, Blackheath, S.E.3.

# Appointments

## Matrons and Assistant Matrons

CATHCART, MISS A., S.R.N., S.C.M., matron, Billinge Hospital, Billinge.
Trained at Brownlow Hill Hosp., Liverpool; Military Families' Hosp., Devonport. Ward sister, Brownlow Hill Hosp., Liverpool, and Whiston Inf. Ward sister, night sister and assistant matron, Billinge Hosp. District nursing at Edinburgh and Lerwick.

HAYWARD, MISS D. M., S.R.N., matron, Trowbridge and District Hospital.
Trained at West London Hosp., W.6; Isolation Hosp., N.21; Radcliffe Maternity Home, Oxford. Staff nurse, West London Hosp., W.6. Ward sister, Isolation Hosp., N.21. Night sister, Isolation Hosp., N.10. Sister tutor, Borough of Walthamstow Infectious Diseases' Hosp., E.4. Member, College of Nursing.

KERNICK, MISS M. E., S.R.N., S.C.M., matron, Rowcroft Convalescent Home, Torquay.
Trained at the Torbay Hosp., Torquay; Middlesex Hosp., W.1; St. George's Hosp., S.W.1 (housekeeping certificate). Ward sister, out-patients sister, East Suffolk Hosp., Ipswich, St. Helen's Hosp. and Bermondsey Medical Mission Hosp. Assistant matron and sister tutor, Memorial Hosp., Peterborough, and the Torbay Hosp., Torquay. Sister tutor, Mildmay Mission Hosp., E.2. Member, College of Nursing.

NEAVE, MISS M., deputy matron and assistant secretary, Elderly Nurses' National Home, Bournemouth.
Trained at Norfolk and Norwich Hosp., Norwich. Private nursing, Norfolk and Norwich Hosp.

PARKER, MISS A., S.R.N., S.C.M., matron, Newchurch Homes for Mental Defectives, Culcheth, near Warrington.
Trained at Hope Hosp., Salford. Invalid cookery and housekeeping certificates. Junior tutor sister, senior tutor sister and second assistant matron, Hope Hosp., Salford. Member, College of Nursing.

STANFORD, MISS L. V., S.R.N., S.C.M., assistant matron, East Surrey Hospital, Redhill.
Trained at Children's Hosp., Newcastle-on-Tyne; Sheffield Royal Hosp.; Elsie Inglis Memorial Maternity Hosp., Edinburgh; Darlington Memorial Hosp. (housekeeping). Staff nurse and ward sister, Royal Hosp., Sheffield. Night sister, Royal Gwent Hosp., Newport. Relief administrative sister, Darlington. Home sister and sister tutor, Yorkshire Children's Orthopaedic Hosp., Kirbymoorside. Member, College of Nursing.

## Sister

LITTLEWOOD, MISS M. J., S.R.N., S.C.M., labour ward sister, Radcliffe Infirmary, Oxford.
Trained at Royal West Sussex Hosp., Chichester; Radcliffe Inf., Oxford. Staff midwife, Radcliffe Inf., Oxford. Theatre sister and ward sister, Royal West Sussex Hosp., Chichester.

## Industrial Nurses

GALLETLY, MISS M. S. I., S.R.N. industrial nurse, Messrs. Chivers, Huntingdon.
Trained at Nightingale Training School, St. Thomas's Hosp., S.E.1. Industrial nursing certificate of the College of Nursing. Member, College of Nursing.

GALLOWAY, MISS I. G., S.R.N., industrial nurse, Messrs. Lake and Elliot, Braintree.
Trained at London Hosp., E.1. Three years' orthopaedic training. Industrial nursing certificate of the College of Nursing. Member, College of Nursing.

## Public Health Nurse

HOULTON, MISS K. L., S.R.N., S.C.M., health visitor and school nurse, Scarborough.
Trained at Leeds General Inf. Health Visitor's Certificate of the Royal Sanitary Institute.

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He's

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*—he's adorable*

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Everyone who uses Johnson's Baby Products can get Johnson's Baby Panda free! He's one of the nicest toys you've ever seen — so fluffy and cuddly and appealing you'd want him for yourself if baby didn't have first choice. He's beautifully made with a woolly coat and bright little eyes that won't pull out — and there's nothing scratchy about him, so he's safe for even the youngest baby.

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(PHARMACEUTICAL DEPARTMENT, HULL)



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Absolutely free from synthetic purgatives or chemicals, 'California Syrup of Figs' brand Laxative can be given with complete confidence to the feeblest adult or the youngest babe.

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**Get it for your present patient.**



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Few text books have ever leaped to popularity with the speed of this one, which is now again revised for its third edition within four years. There are new sections on recent advances in treatment such as the use of sulphanilamide drugs, and rather fuller accounts of certain tropical diseases.

**ANDREWS AND LACK'S**

## MIDWIFERY for NURSES

New (Eighth) Edition

*To meet the latest C.M.B. Syllabus*

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Besides meeting the new C.M.B. Syllabus, the new edition of this established favourite has fuller treatment of anatomy, antenatal care, anaesthetics and maternal mortality, and some account of carcinoma of the breast and the uterus.

*Fully descriptive folders from*

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# About Ourselves

*Mr. A. Lister Harrison presenting gold medals to Miss Sheath and Miss Woollen at the Metropolitan Hospital, E.8, at the annual prize-giving*

## Easier Grants

*Queen's Nurses' Benevolent Fund*

IT is a cheering and encouraging sign when a fund such as the Queen's Nurses' Benevolent Fund declares, as it did at the annual meeting held last week at the Y.M.C.A. building in Tottenham Court Road, W.C.1, not only a healthy balance sheet but its ability to make easier grants to those of its members who need help. Hitherto the members have paid in for five years before they became entitled to grants or pensions; but by a resolution passed at the meeting they will now only pay in for three years to become eligible for a grant. Members must still pay in for five years before they become eligible for pensions. The usual grant of £50 to the convalescent home, Bryn-y-Menai, at Bangor, in North Wales, used by so many Queen's nurses, was passed with an additional grant of £50 to the home's proposed building fund. Miss Wilmhurst was in the chair and Miss L. M. Glass, ex-Queen's inspector, addressed the meeting. Afterwards tea was provided at 31, Bedford Place, Bloomsbury Square, by kind invitation of the committee of the Metropolitan District Nursing Association and Miss Emly.

## A Tribute to Nurses

*Hackney District Nursing Association, E.5*

BRITISH nurses are among the finest to be found in the world; they put the welfare of their patients in front of everything else, even their own happiness," said Mr. Herbert Morrison, M.P., speaking at the annual meeting of the Hackney District Nursing Association held on April 18 at 6, Lower Clapton Road, E.5. The Bishop of Stepney presided and the Mayor of Hackney was present to move the adoption of the reports. As Mayor of Hackney in 1920-21, Mr. Morrison said he had inquired of the borough authorities and of the county officer of health as to the value and nature of the work of the Hackney District Nursing Association, and had received the most favourable and flattering replies. The individual work done by the nurses themselves was important for very often they would deal in matters outside the scope of the municipal authorities and their committees. Miss Merry, inspector of the Queen's Institute of District Nursing, gave a survey of their work. When they went into a patient's home for a maternity case, she said, they made the most of their opportunities to teach infant welfare. The maternity mortality rate of the country had been reduced to four per thousand, but among patients attended by Queen's nurses it was barely two. Among other things, the district nurses were able to deal with the new anxiety that had crept into the lives of the bed-ridden, and to assure them that provision was being made for them in the event of a national emergency. Before the meeting friends and supporters of the association were entertained to tea by Miss H. Wynne-Edwards, superintendent.

## Charming—but Unpractical

*Birmingham General Hospital*

DAME ELLEN MUSSON, chairman of the General Nursing Council, speaking at a nursing staff prize-giving at Birmingham General Hospital, of which she was formerly a matron, expressed the opinion that the Government are taking the availability of the services of the trained nurses in national service far too much for granted. The nursing profession, she said, felt that the Government had been very slow in considering the position of the trained nurse, while far too much consideration had been given to providing a generous supply of untrained women as nurses. Dame Ellen added that the Government's attitude was a charming compliment, but unpractical.

## Royalty in Glasgow

*Redlands Hospital for Women*
*Glasgow Homoeopathic Hospital*

THE Redlands Hospital for Women was honoured by a visit from the Duchess of Gloucester recently. She was received by Mrs. W. L. M'Kerrow, convener, and Matron, Miss Janet Paton. The Duchess made a tour of the hospital, visiting the operating theatre and all the wards. In the nursery Baby Adrines, born on Easter Sunday, was picked up from her cot to be presented to the royal visitor. Coffee was served in Matron's room. Before leaving the Duchess expressed her admiration of the wonderful work that was being carried on in the hospital by women doctors. Meanwhile the Duke was visiting Glasgow Homoeopathic Hospital. Among those who were presented to His Royal Highness there by Mr. Kenneth H. B. Greig, chairman of the hospital, was Matron, Miss N. C. Macgillivray. The Duke showed great interest in the model of the new Homoeopathic Hospital to be erected at Kirklee. This will have a five and a half acre lay-out with 200 beds, will cost £250,000 and be built with special provision against air raids. The present hospital has a very large out-patients' department (30,000 patients) but has only 30 beds; this is totally out of proportion, since the average ratio is one bed to 200 out-patients.

## The College Set the Ball Rolling

*Stockton and Thornaby Hospital, Stockton-on-Tees*

IN consequence of a communication from the College of Nursing, Stockton and Thornaby Hospital has decided to reduce the hours of the nursing staff and introduce the 96-hour fortnight. Extensions are now being made to the nurses' home to accommodate the additional nurses that are required to make this possible. In order to raise money, a two days' bazaar was held in March, which realised the grand sum of £4,650. Many gifts to the building fund have been received from ex-members of the staff in remembrance of their training school days and from ex-patients in gratitude for treatment received.

# "Health Insurance with Medical Care"

**Reviewed by H. M. REID, M.A. (Cantab.), formerly Director, Social Studies Dept., Bedford College, University of London**

THE object of this enquiry* into the English system of National Health Insurance undertaken by Dr. and Mrs. Orr was to ascertain, by direct contact with persons most intimately concerned, what are the strong and weak points in the provisions made for medical care, and how far this country's experience would be helpful should such a scheme be inaugurated in America.

The method used by the investigators was to get into touch with insured persons in their homes and at club meetings, to utilise every opportunity which offered itself for discussion and to supplement these personal interviews by a questionnaire. More formal interviews with responsible persons either directly engaged in the administration of the Insurance Act or associated with it through their work or interests, afforded a mass of useful material of a reliable nature.

A detailed list of such persons, their status and qualifications, is given as an appendix to the book, and includes panel doctors, regional medical officers, consultants, nursing associations, officials of approved societies, doctors attached to the public health services, district medical officers and social workers in hospitals and settlements. The material so obtained is woven together with commendable skill into a readable and interesting whole which should stimulate interest in an important medical and social problem, one which is now engaging the attention of those concerned with the health and welfare of the community.

## Clearing Up Misunderstandings

The authors are at pains to remove some misconceptions, current in America, as to the attitude of the medical profession to the insurance system, particularly those based on the fear of an undue control exercised by the Central Government or by lay societies which would interfere with the freedom of the doctor in his professional duties towards his patients. They show that such fears are groundless and that their currency in America is due to misinformation and misunderstanding. Are we then to conclude that all is well in this country that the medical care available to the insured population is what is desirable in the interests of the people concerned and of the well-being of the community? The general conclusion reached is that the provisions made under the Act are good as far as they go, but at present they do not go far enough.

The medical benefit to insured persons does not provide for the dependents of that person, and does not include specialist treatment; the sickness benefit during incapacity for work is a payment of 15 shillings for the man, and there are no dependents' allowances such as are provided under unemployment insurance.

Judging by the organised efforts to make good these deficiencies it would appear that the provision of free hospital treatment, with its ancillary services, is regarded as of primary importance; the rapid growth of the various hospital contributory schemes bears witness to this viewpoint. Membership involves the payment of weekly contributions and covers the contributor's family during dependency, thus securing for them the advantages of modern medical and surgical skill under hospital conditions.

We are reminded that such services are available without membership of a contributory association, but only at a price; that is, the patient pays the cost of hospital treatment, or he is assessed and a determination made as to the sum he is able to contribute towards that cost. Various difficulties arise when financial resources are enquired into and a freedom from this requirement is one of the great attractions of the contributory schemes.

## Providing for the Family

Another effort which speaks for itself is along those same lines of making provision for the family of the insured person, and this originates with the medical profession. The public medical service, as it is called, aims at providing medical care and treatment by the family doctor, often the same doctor as the insured member has from the "panel," the principle of payment being by a weekly contribution.

The fact that the doctors themselves are sponsoring this new development is an answer to the objection, apparently put forward in America, that the insurance system is prejudicial to the financial interests of the profession. The authors are aware of the limitations of voluntary schemes, and know that there will always be some who either cannot, or will not make any voluntary provision for their families.

Our medley of public health services outside insurance is recognised as due to our habit of attending to one matter after another and of making provision for each need as it arises through a separate scheme. In one family visited by the authors, it was found that hospitals (three in number), private doctors, panel doctors, school doctors, school treatment centre, infant welfare centre, health visitors, district nurses had all had a share in a somewhat piecemeal attempt to solve the sickness problem. The mother's chief meed of praise was reserved for the district nurse, who, she explained, "gave me back my legs."

The whole position is carefnlly examined and fairly stated; indeed the value of the book is largely due to this all round view, which stimulates interest, provokes thought, and does not antagonise by merely destructive criticism or facile suggestions for arriving at an ideal system. Those whom blue books and Government reports repel, who yet desire enlightenment and are willing to learn, will find this book helfpul and I can cordially recommend it.

* *Health Insurance with Medical Care: The British Experience.* By Douglas W. Orr, M.D., and Jean Walker Orr. (Macmillan and Co., Ltd., St. Martin's Street, W.C.2; price 12s.)

# Sisters

A Novel about Nurses

# by A. J. CRONIN

*starts in the May issue of*
*GOOD HOUSEKEEPING*

This moving and dramatic story is the logical successor to "THE CITADEL" and, in common with that world-famous book and film, has a special appeal to all members of the Nursing Profession

*Serial publication will be exclusive to*

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# College of Nursing News

*Membership forms can be obtained from the Secretary, College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1, or from Branch Secretaries*

## Sister Tutor Section

Dr. Keith Simpson will lecture on "The Nurse and Crime" at 11.30 a.m. on Saturday, May 6, at the College of Nursing. Miss G. V. Hillyers, matron, St. Thomas's Hospital, S.E.1, will be in the chair, and the lecture is open to all.

## Public Health Section

### *At-home*

Owing to the Annual Meetings of the College of Nursing from May 3 to 6, the usual at-home will not be held on Saturday, May 6.

### *Annual Meeting*

There will be a meeting of honorary officers of sections and of section representatives within the branches at 6 p.m. on Wednesday, May 3, followed by the annual meeting of the Section at 7.30 p.m. A programme of films will be shown from 9 to 10 p.m. Both meetings will be held in the Cowdray Hall, College of Nursing.

### *Local Reports*

EDINBURGH BRANCH PUBLIC HEALTH SECTION.—A meeting will be held at 7 p.m. on Tuesday, May 2, in the Nurses' Club, 8, Drumsheugh Gardens. Miss MacNaughton, Area Organiser for Scotland, will speak on "College Activities in Scotland."

MAIDSTONE AND DISTRICT BRANCH PUBLIC HEALTH SECTION.—A meeting was held at the Kent County Ophthalmic and Aural Hospital, Maidstone, by kind permission of Miss Coe. The subject discussed was "National and Regional Councils for the Nursing Profession." Tea was very kindly provided by Miss Coe.

MANCHESTER AND EAST LANCASHIRE BRANCH PUBLIC HEALTH SECTION.—A motor mystery tour will start from Flixton Bridge between 2 and 2.30 p.m. on Saturday, May 20, for beauty spots and places of historical interest in Cheshire. Will intending drivers (fee, 6d., covering entry of car and tea) please notify Miss Isherwood, 4, Balmoral Road, Flixton, before May 13, stating number of passengers and if any vacant seats will be available in their cars. Passenger's fee, 2s. 6d. each, including high tea.

## Student Nurses' Association

### *Annual General Meeting*

At the annual general meeting of the Student Nurses' Association, to be held in the Cowdray Hall at 2.30 p.m. on Friday, May 5, there will be discussions on "National Emergency and the Student Nurse" and "The Interim Report of the Inter-Departmental Committee and the Student Nurse." The prizes won at the exhibition of student nurses' work will be presented at this meeting, but the Gullan Trophy will be presented at the Annual General Meeting of the College of Nursing on Thursday, May 4.

### *Exhibition of Student Nurses' Work*

An exhibition of student nurses' work will be held at the College of Nursing. It will be open as follows:—Wednesday, May 3, 2 p.m. to 9 p.m.; Thursday, May 4, 2 p.m. to 9 p.m.; Friday, May 5, 9 a.m. to 9 p.m.; Saturday, May 6, 9 a.m. to 1 p.m. Admission, 3d.; catalogues, 6d.

## Branch Reports

**Birkenhead, Wallasey and Wirral Branch.**—Sixty members and their friends enjoyed a social evening, with whist, table tennis and badminton, at the Children's Hospital, Birkenhead, on April 19. The prizes, gifts from members of the committee and friends, were distributed by Miss Montgomery, Northern Area Organiser, who also spoke about the activities of the College of Nursing.

**Cambridge Branch.**—A debate was held at Addenbrooke's Hospital on April 18, with Mr. W. H. Bowen in the chair. Mrs. Snellgrove proposed and Mrs. French seconded the motion "That the nursing profession needs no radical alteration." Members of the Student Nurses' Association opposed the motion. After a lively discussion in which many members took part the motion was defeated. Matron, Miss Alexander, expressed the thanks of the company to Mr. Bowen for so kindly acting as chairman.

**Glasgow Branch.**—The summer meeting will be held at Largs on Saturday, April 29. Alexander's buses will start from St. Enoch's Square at 2 p.m. A visit will be paid to the East Park Home, Largs, and tea will afterwards be served at Mackay's Café. Return fare, 3s. 6d.; tea, 1s. 6d.

**Isle of Wight Branch.**—A meeting was held at Forest House, Parkhurst, on April 15. Miss Short presided. After the business had been dealt with, Mr. Harlow gave a most interesting lecture, illustrated with X-ray plates, on "The Surgical Treatment of Phthisis and the Diagnosis and Treatment of Head Injuries." Tea followed, arranged by Miss Brice.

**Northumberland and Durham Branch.**—A room has been engaged at the Girl Guides' Headquarters, 19, Saville Row, Newcastle-on-Tyne, to be used as a club room by nurses when in town. This room will be open for club members every evening from 5 p.m. (Saturday from 2 p.m.). The annual subscription is 3s. 6d., and only College members are eligible for membership, although members may take their friends. Facilities have been provided for making tea; and tea, milk, sugar and biscuits will be available at a small cost, but members must provide any other food which they require. Application for membership should be made to the hon. secretary, Miss M. Dodd, 39, Eldon Place, Newcastle-on-Tyne, 2.

**Scarborough Branch.**—A very enjoyable and successful whist drive was held in the nurses' home on April 19, by courtesy of the management of the hospital and Matron, Miss Escolme, in aid of branch expenses.

**Worcestershire Branch.**—Members spent a very interesting afternoon on April 21 on the occasion of their visit to Bournville. After going round the works they were motored round the village, and later were entertained to tea by Mr. G. Cadbury. There will be a meeting at 3 p.m. on Friday, April 28, in the Shire Hall. Miss M. Foster, of the Birmingham Public Health Department, will speak on "The Care of the Foster-Child and the Forthcoming Adoption Bill."

**Yorkshire Branch at Leeds.**—Will members who accepted the invitation to attend the birthday party please meet at Hagenbach's Café at 7 p.m. on Monday, May 1.

## To Branch Secretaries

Branch secretaries are reminded that notices for the current issue must reach this office by the first post on the Monday before publication. Names of people and places must be written in BLOCK CAPITALS, and notices should be typewritten, or written legibly, on one side of the paper only.

*(Public Health Section Addresses unavoidably held over.)*

# G.W.R.

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GWR

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IODINE OINTMENT

# IODEX

BRAND

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# News from Manufacturers

### "Veguva" Vegetable Foods

Our attention has been drawn to "Veguva" vegetable foods, put out by A. Wander, Ltd., 184, Queen's Gate, S.W.7, makers of Ovaltine. The makers claim that these foods retain the vitamins, organic iron and mineral salts of the fresh vegetables used in their preparation, and recommend "Veguva" No. 1 as a complete food for infants from birth and "Veguva" No. 2 for babies from four months upwards. The makers tell us that cow's milk forms the basis of "Veguva" No. 1, and that it also contains sodium caseinate, egg yolk and carrot and tomato juice, and that spinach, carrot and tomato form the basis of the second food. The food, which is obtainable at chemists, comes in powder form, with directions for its preparation and use, in tins of three sizes, priced as follows: "Veguva" No. 1, 2s., 3s. 6d., and 6s. 6d.; "Veguva" No. 2, 1s. 6d., 2s. 9d. and 5s.

### Luxury for All

Malted milk is admittedly a delicious drink, but perhaps you feel that it is rather an extravagant one, to be kept for special occasions. Messrs. Mason of Bristol, however, claim that they have brought it out of the "luxury drink class." An eight oz. tin of Mason's Malted Milk costs 1s. 6d., and a 1 lb. tin costs 2s. 9d., and at this price you will probably feel that you can use it more freely than heretofore. The makers say that, though it is a highly concentrated food—being made from rich milk, barley malt and wheat—it is easily digested; so it is just the thing to supplement the ordinary diet, either for "elevenses" or as a "night cap." Mason's Malted Milk is obtainable from standard grocers and chemists or from the manufacturers, Messrs. Mason's Products, Union Street, Bristol, 1.

# Crossword Puzzle No. 376

***Prizes will be awarded to the senders of the two correct solutions first opened on May 3: first prize, 10s. 6d.; second prize, a book.***

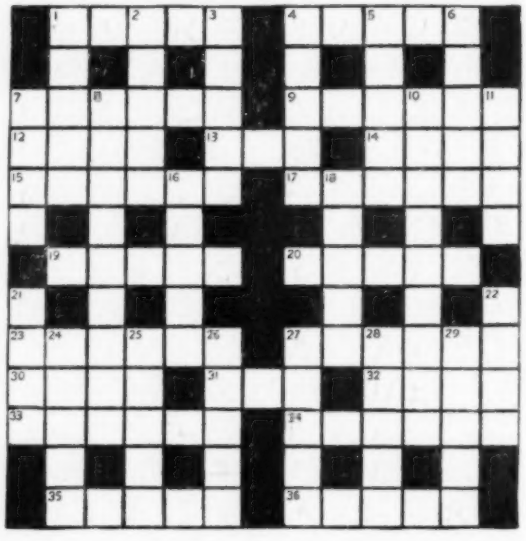
SOLUTIONS must reach this office not later than the *first* post on Wednesday, May 3.

Address your entry to "Crossword Puzzle No. 376," *Nursing Times*, Macmillan & Co., Ltd., St. Martin's Street, W.C.2.

Write your name and address in *block capitals* in the space provided.

Do not enclose any other communication with your entry.

No correspondence can be entered into with regard to this competition and the decision of the Editor is final and legally binding.



## Clues Across

1. A sailing boat's manoeuvres or nails.
4. A wolf lurks in this skin disease.
7. Only just.
9. A cutaway shoe.
12. Continued pain.
13. It's a game.
14. Dreadful.
15. This has an eye for work.
17. You get a rise out of this.
19. A poet's inspiration will entertain.
20. Contest verbally.
23. Sob-stuff.
27. Position from which to address.
30. A tune, mostly air.
31. A relative pronoun.
32. A freehold estate in the Orkneys.
33. Mostly ill, but it cuts.
34. Results of over-expansion.
35. An ant.
36. A help in keeping straight in spite of hidden lure.

## Clues Down

1. Find a small quantity.
2. A statement of belief.
3. Fashion.
4. A liquid disinfectant.
5. A popular animal at the Zoo.
6. Hares divide.
7. A poison but not a drug.
8. A condition of aches and pains.
10. Shares in the remains.
11. Important part of the camera.
16. O to catch this girl!
18. Elevate.
21. Health resorts will pass
22. Slippery customers.
24. To spring up.
25. An Arabian physician.
26. One of the heat controls of the body.
27. A serious condition bores.
28. Pertaining to the air or the ear.
29. Provide, usually food.

*Name* .....

*Address* .....

.....

## Solution to Puzzle No. 375

**Across.**—1, Voter. 5, Cupid. 8, Graft. 9, Reverie 10, Ire. 11, Ether. 12, Illness. 14, Boarding-house 18, Cast off. 21, Arena. 23, Fat. 24, Martini. 25 Hasty. 26, Lemon. 27, Rolls.

**Down.**—1, Vogue. 2, Trachea. 3, Retired. 4, Foreign Office. 5, Civil. 6, Purse. 7, Dress. 13, N.C.O. 15, Rut. 16, Heather. 17, Utensil. 18, Camel. 19, Serum. 20, Onion. 22, Abyss.

## Prize-Winners

We have great pleasure in awarding a prize of 10s. 6d. to:—

Miss G. M. Thomas,
Brockley,

and a book prize to:—

Miss M. Uttley,
Carnforth.

Their solutions to Crossword Puzzle No. 374 were respectively the first and second correct ones opened on April 19.

## CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE XIX.

### CITY HOSPITAL FOR INFECTIOUS DISEASES, LITTLE BROMWICH, BIRMINGHAM, 9.

(600 BEDS)

PROBATIONERS required. Candidates must be well educated and strong.

Age 17 to 23 years. Salary £36, £39, £49. Uniform provided. Two years' training for G.N.C. Examinations.

Lectures given by Medical Resident Staff and Sister Tutors.

Superannuation Scheme in force.

Ration allowance granted while on holiday.

For further particulars and application form apply MATRON. (988)

### HUDDERSFIELD ROYAL INFIRMARY

THERE are vacancies for **Probationer Nurses** at the Preliminary Training School.

Candidates will have a two months' course of lectures and practical work before entering the wards. They must be women of good education, aged 19 to 30. Three years' training.

Salary 1st year, £20; 2nd year, £25; 3rd year, £30; in addition to board, uniform and laundry.

Probationers are coached throughout their training by a Resident Sister Tutor.

Federated Superannuation Scheme in force.

There is also a limited number of vacancies for **Nurses** who have passed the Final State Examination in Children's or Fever Nursing and who are desirous of a period of two years' general training.

Enquiries to be addressed to the MATRON. (216)

### THE ROYAL INFIRMARY, SHEFFIELD

(475 BEDS.)

THERE are vacancies for **Probationer Nurses** for increase of staff. After three months preliminary course candidates who are accepted for duty in the wards and departments are given opportunities for taking the examinations of the General Nursing Council. Instruction is given by members of the Honorary Medical Staff and by resident Sister Tutors.

Federated Superannuation Scheme in force for all trained staff. A good standard of education is required. Age 18-30.

Enquiries and applications should be addressed to the MATRON, who will be pleased to interview parents of likely candidates. (2)

### THE QUEEN'S HOSPITAL

PRELIMINARY TRAINING SCHOOL. **BIRMINGHAM.**

TRAINING SCHOOL FOR NURSES. (Approved by the General Nursing Council.)

THE Syllabus includes all subjects required for the State Examination.

For particulars apply to the MATRON. (28)

### WEST SUFFOLK GENERAL HOSPITAL

112 BEDS

TRAINING SCHOOL FOR NURSES

PROBATIONERS required for three years' training. Age 17½ to 30 years. State-registered Fever or Children's Nurses accepted as second year Probationers for two years' training.

Salary £25—£30—£35.

Resident Sister Tutor. (581)

### SEVERALLS MENTAL HOSPITAL COLCHESTER

PROBATIONER NURSES

APPLICATIONS required for the posts of **Probationer Nurses** (female) not under 19 years.

Special training is given by a Sister Tutor to candidates for the State Examination of the General Nursing Council, thereby qualifying for the higher grades of the nursing service. Leave of two days per week and 14 days on completion of every six months' service.

Wages at the rate of £104 per annum with uniform, and may rise on promotion to £163 16s. A moderate charge is deducted for board, etc.

For form of application, apply to the MATRON. (6)

### HIGH WYCOMBE AND DISTRICT WAR MEMORIAL HOSPITAL

(56 BEDS.)

AFFILIATED TRAINING SCHOOL.

PROBATIONERS from 17 years of age, must be well educated, strong and healthy. Salary £30—£35 with uniform.

Apply to the MATRON. (58)

### GT. YARMOUTH GENERAL HOSPITAL

APPROVED TRAINING SCHOOL

PROBATIONERS required.

For particulars, apply to the MATRON. (1020)

### GENERAL HOSPITAL BIRMINGHAM

**Training School for NURSES**

**PRELIMINARY SCHOOL**

APPLY THE MATRON. (16)

### MANCHESTER ROYAL INFIRMARY.

PROBATIONERS required for increase of staff.

For particulars apply to the LADY SUPERINTENDENT OF NURSES. (50)

### LORD MAYOR TRELOAR CRIPPLES' HOSPITAL, ALTON, HANTS, AND SEASIDE BRANCH, HAYLING ISLAND

(360 BEDS.)

PROBATIONERS are received at the age of 17 years for training in Orthopaedic work and the nursing of crippled children.

Candidates must have good health and be well educated.

The training is for two years and is valuable to those intending to become fully trained Nurses but who are too young to commence general training. Special instruction given and Sister Tutor provided.

Salary first year £20; second year £30; with board, lodging, uniform and laundry. Federated Superannuation Scheme in force after first year.

Selected Probationers may be appointed for third year at a salary of £45 p.a., and be eligible to compete for the Dame Annie Treloar Scholarship of the value of £25.

Send stamped addressed envelope to the MATRON for application form. (13)

### NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT

(400 BEDS.)

(Preliminary Training School attached.)

THERE are vacancies for **Probationer Nurses** for increase of staff.

Candidates will receive a two months' course of lectures and practical work prior to entering the Wards.

Federated Superannuation Scheme in force for all trained staff.

A good standard of education is required. Age 18 to 32. Instruction is given to probationers throughout their training by Members of the Honorary Medical Staff and by resident Sister Tutors.

Nurses who have passed the final State Examination in Children's or Fever Nursing are accepted for a period of two years' general training.

Applications should be made to the MATRON, who will be pleased to interview parents of likely candidates.

11th July, 1938. (71)

### EAST SUFFOLK AND IPSWICH HOSPITAL, IPSWICH

(350 BEDS)

PROBATIONER **Nurses** required. Age 18-30 years. Salaries £22-£26-£32. Uniform provided. Nurses coached throughout their training by resident Sister Tutors.

For particulars, apply to the MATRON. (77)

### ST. MARGARET'S HOSPITAL, STRATTON ST. MARGARET, Near SWINDON, WILTS

AFFILIATED TRAINING SCHOOL. APPROVED BY THE GENERAL NURSING COUNCIL.

PROBATIONERS required. Well educated and from 18 years of age.

Salary from £27 to £34 p.a.

For full particulars apply to the MATRON. (36)

### KING EDWARD VII HOSPITAL, WINDSOR.

TRAINING SCHOOL FOR NURSES.

PROBATIONERS required. Candidates must be strong and well educated. Age 18 to 30.

Salary £20 £25, £30.

Apply for forms and particulars to the MATRON. (9)

PROBATIONERS required at once.

Very good training before entering general hospital.

Salary £30 per annum, with indoor uniform, board, lodging and laundry and bonus of £5 on gaining certificate. Three weeks holiday annually. Nurses' Home and tennis court.

Apply to MATRON, British Home and Hospital for Incurables, Crown Lane, Streatham, S.W.6, (184)

### WEST KENT GENERAL HOSPITAL (Incorporated) MAIDSTONE

(135 BEDS)

PROBATIONERS required. Must be well educated. Federated Superannuation Scheme in force.

Salary £25—£30—£35.

Apply the MATRON. (625)

### ROYAL FREE HOSPITAL, GRAY'S INN ROAD, LONDON, W.C.1

COMPLETE TRAINING SCHOOL FOR NURSES

THERE are vacancies for **Probationers** of good education. The training is for three years. Lectures are given by the Medical Staff and qualified Sister Tutors.

Full particulars may be obtained from MATRON (18)

## COVENTRY AND WARWICKSHIRE HOSPITAL

MAIN HOSPITAL. 307 BEDS.
CONVALESCENT HOSPITAL. 40 BEDS.

**Probationers Wanted.**

RECOGNISED TRAINING SCHOOL FOR NURSES UNDER THE GENERAL NURSING COUNCIL.

THERE are vacancies for **Probationer Nurses** in the above hospital. Candidates receive a two months' course of Lectures and practical work before entering the wards, and instructions are given throughout training by the Honorary Medical Staff, and resident Sister Tutors.

Applicants should be strong and well educated and be between the ages of 17½ and 30. Nurses who have gained their certificates for Sick Children's of Fever Nursing are accepted as second year Probationers. Arrangements can be made for suitable candidates to take their C. M. B. when they have passed the Final State Examination if they so desire.

Salary, with board, uniform and laundry, 1st year, £20 per annum; 2nd year, £25 per annum; 3rd year, £30 per annum

For further particulars apply to the MATRON. (56)

## DERBYSHIRE ROYAL INFIRMARY, DERBY.

TRAINING SCHOOL FOR NURSES.

PROBATIONER **Nurses** required. Form of application and other particulars may be obtained from MATRON (82)

## THE BOLTON ROYAL INFIRMARY

TRAINING SCHOOL FOR NURSES, APPROVED BY THE GENERAL NURSING COUNCIL. (239 BEDS.)

PROBATIONER **Nurses** required, age 18—30 years, must be strong and well educated.

Salary £20, £25 and £30, with uniform.

For particulars apply to the MATRON. (21)

## SELLY OAK HOSPITAL, BIRMINGHAM.

TRAINING SCHOOL FOR NURSES.
(APPROVED BY THE GENERAL NURSING COUNCIL AND CENTRAL MIDWIVES BOARD.)

PROBATIONERS required for three years' training.

Salary £30, £35, £40, age between 19 and 32 years. Full board and uniform.

For particulars apply to the MATRON. (102)

## NURSES WANTED

*21 words 3/-, and 1/- for every additional 7 or part of 7 words.*

ASSISTANT **Nurses** required for the Alcock Convalescent Hospital. Salary according to experience. Board, uniform and laundry provided.—Apply to the MATRON, Coventry and Warwickshire Hospital, Coventry. (891)

ASSISTANT **Nurse** required, with two years' hospital experience. Salary £50, uniform material provided. Modern Home recently opened.—Apply with full particulars to the MATRON, St. Mark's Hospital, City Road, London, E.C.1. (965)

ASSISTANT **Nurse.** £50-£60, all uniform. Superannuation Scheme in force.—Apply with full particulars, MATRON, Isolation Hospital, Bromsgrove. (943)

C.M.B. required. Commencing salary £65.—Apply, with particulars, MATRON, Manor House Nursing Home, St. John's Wood Park, N.W.8. (907)

FEVER **Nurses,** or Assistant Nurses, required for private work, immediately.—Apply MATRON, Wharfedale Nurses' Home, Leeds Road, Otley. (1047)

FRONTIER Nursing Service. State-registered **Nurses,** C.M.B. Salary $585 (approx. £117) rising, with transportation expenses and maintenance.—Apply DIRECTOR, Wendover, Kentucky, U.S.A. (30)

FULLY Trained **S.R. Nurses,** some with C.M.B. Certificate. Salary £75, rising to £80 within two years. Five per cent. Bonus after 5 years, 5s. weekly Bonus on Maternity Cases. Material for uniform provided.—Apply to the MATRON, Nurses' Institution, 110, Manningham Lane, Bradford. (1039)

GENERAL Trained **Nurse** required, with Maternity training. Salary £75—£85.—Apply MATRON, Manor House Nursing Home, St. John's Wood Park, N.W.8. (908)

HAMMERSMITH **District Nursing Association,** 10, Mall Road, W.6.—State-registered **Nurses** required as candidates for the Queen's Roll.—Apply SUPERINTENDENT. (898)

HAMPSHIRE.

**Fareham, Nr. Portsmouth.** District Nurse-Midwife required to work with two other nurses. Salary £150, plus £8 uniform allowance. Cyclist.

**King's Worthy, Nr. Winchester.** District Nurse-Midwife required. Motorist. Salary £150, plus £8 uniform allowance.

**Kilmeston, Nr. Winchester.** District Nurse-Midwife required. Cyclist. Rural area. Salary £150, plus £8 uniform allowance.

**Fawley, Nr. Southampton.** District Nurse-Midwife required. Motorist. Cottage provided. Salary £150, plus £8 uniform allowance.

Apply COUNTY SUPERINTENDENT, 73, North Walls, Winchester. (1078)

## SOUTH WALES NURSES CO-OPERATION, CARDIFF.

STATE-registered **Nurses** required immediately for Private Nursing.

Additional Certificates an advantage.

Apply MISS TODD.

(969)

HOLIDAY **Nurse** required with not less than 2 years' nursing experience. Salary at the rate of £55 per annum plus uniform allowance and travelling expenses.—Apply the MATRON, Hawley Hospital, Barnstaple, N. Devon. (1013)

LEEDS.—Fully-trained **Nurses** required for Private Nursing. £85-£100. Half-guinea weekly commission on Maternity, Fever, Mental Cases. Co-op. (2s. 6d. in £) 2nd year if desired. Holiday Nurses also required.—REDLANDS INSTITUTE, 24, Hyde Terrace. (1046)

MASSEUSES, non-resident, required by London County Council at St. Olave's Hospital, Lower Road, Rotherhithe, S.E.16, and Downs Hospital for Children, Sutton, Surrey. £165—£5—£170. Meals whilst on duty, uniform and its laundering. Must hold C.S.M.M.G. Certificate, also M.E. and L.E.T. Certificates for each of which additional £5 a year is paid. £10 a year extra if General-trained State-registered Nurse.—Apply MATRONS. Canvassing disqualifies. (1079)

NIGHT **Nurse** required, S.C.M. or good Maternity experience (Doctors' cases). Salary from £80.—Apply MATRON, Howard Nursing Home, Maidstone. (1044)

MATRON, S.R.N. and S.C.M. Experienced in children's nursing and training of probationers, for Home for 30 babies and toddlers under two years old in Bristol. Candidates preferably under 40 years of age, communicant members of the C. of E. Salary £120 p.a. rising annually £5 to £150.—Applications stating age, qualifications, and experience, with copies of three testimonials, should be sent to MRS. COOM-JOHNSON, of 4, Northcote Road, Bristol, 8. (931)

NOTTINGHAM Hospital for Women.—**Staff Nurse** required, S.R.N., commencing £75 per annum, with S.C.M. salary commencing £80. Uniform and Superannuation scheme in force.—Apply with particulars to MATRON. (1028)

NOTTINGHAM Hospital for Women.—**Probationer Nurses** required.—Apply for particulars to the MATRON. (1029)

## QUEEN'S NURSES WANTED.

**Somerset County Nursing Association** Experienced Nurse Midwives required as Emergency Nurses to fill vacancies of Staff Nurses who apply for permanent posts in the county. Salary £210, rising by annual increments of £8 to £250. Federated Superannuation Scheme. Valuable experience for administrative posts later. Cyclist and able or willing to learn to drive a car.

**Batley, West Riding, Yorks.** One of three required. General work only. Salary £200, rising £5 annually to £220. Rooms available.

**Battle, East Sussex.** Single district, combined duties. Cyclist and motorist. Inclusive salary, own living arrangements.

**Brede Rivers, East Sussex.** Second nurse required immediately owing to increase of work. Combined duties. Motorist. Inclusive salary. Furnished rooms (live separately).

**Broughton, Denbighshire.** Three employed, one required. General nursing and midwifery. Scale salary, usual allowances, rooms (live separately).

**Gillingham, West Kent.** Four employed, one required. General nursing only. Cyclist and motorist. Scale salary, usual allowances, holiday allowance £4 4s. Home (separate bed-sittingrooms).

**Kettering, Northamptonshire.** Seven on staff under Superintendent. One required for general nursing and relief midwifery. Cyclist. Scale salary, holiday allowance £4. Home.

**Mark and Brent Knoll, Somerset** (8 miles from Weston-super-Mare). Single district. Combined duties. Motorist. Salary £200, rising £8 annually to £240, suitable accommodation available. F.S.S.

**Redcar, West Riding, Yorkshire.** Five employed, one required. General nursing and midwifery. Cyclist. Inclusive salary, own living arrangements.

**Reigate and Redhill, Surrey.** Six employed under Superintendent, one required. General nursing and midwifery. Cyclist. Motorist or willing to learn. Scale salary, holiday allowance £3. Home.

**Rochester, Kent.** Second Nurse required. General work only. Good cyclist. Scale salary. Rooms.

**Storrington, West Sussex.** Double district, one required. Combined duties. Motorist. Scale salary, F.S.S., share Home.

**Warlingham, Surrey.** Single district. General nursing and midwifery. Motorist. Inclusive salary £217, rising £6 5s. annually to £250. Rooms available.

**Widnes, Lancashire.** Vacancy due to increase of work. Midwives for Maternity Home and district, general nurses for district. Cyclists.

**Williton, Somerset.** Single district. Combined duties. Cyclist. Salary £200, rising £8 annually to £240, small furnished cottage available. F.S.S.

*See displayed advertisements for Superintendents of Bedford, Guildford and Stockport District Nursing Associations, and for candidates.*

Apply QUEEN'S INSTITUTE OF DISTRICT NURSING, 57, Lower Belgrave Street, London, S.W.1. (1055)

NIGHT **Sister** for modern, well equipped Home (10 beds). Salary £80, plus £5 uniform allowance.—MATRON, Maternity Home, Bromborough Pool, Birkenhead. (813)

NURSE-MATRON wanted for Aberfeldy District Cottage Hospital (14 beds and 2 private), to take up duty as soon as may be arranged. C.M.B. Certificate essential; X-ray experience desired.—Apply, by 10th May, to JOHN FERGUSSON, F.I.A.C., Bank of Scotland Buildings, Aberfeldy, with references and stating salary expected. (1080)

PROBATIONER **Nurses** (Female). Over 18 and not over 35. Excellent prospects and leave. 48-hours ward duty. Pensionable service. The Hospital is a recognised training centre for Mental Nursing. Apply MATRON, City Mental Hospital, Fishponds, Bristol. (505)

QUEEN'S.—**Two** required, or State-registered **Nurses** with C.M.B., to qualify for Roll.—Apply SUPERINTENDENT, Queen's Nurses' Home, 11, Roseangle, Dundee. (874)

QUEEN'S **Nurses.** Two wanted, or State Registered Nurses to qualify for the Queen's Roll. General work only. Salary as Queen's scale, Superannuation and Holiday Allowances. All else provided in Home.—Apply SUPERINTENDENT, Cavell Home, Norwich. (1042)

QUEEN'S.—Sheffield, **S.R. Nurses** to qualify for Roll. £60. F.S.S. Increase of staff. — Apply SUPERINTENDENT, Queen's Nurses, Sheffield. (1040)

REQUIRED for increase of staff, Two **Staff Nurses** fully trained; Two **Probationers,** soon as possible. N.F.S.S. in force. Salaries £70 and £26. Small Cottage Hospital in Bucks.—Apply Box No. 1021, THE NURSING TIMES, St. Martin's Street, London, WC.2. (1021)

S.C.M. required for alternate duties. Good references. State age, experience, and salary required.—BRUNSWICK NURSING HOME, Cambridge. (916)

SISTER, £95-£120. All uniform. Superannuation Scheme in force. — Apply with photograph and full particulars to MATRON, Isolation Hospital, Bromsgrove. (942)

SISTER, S.R.N., with recent Tuberculosis experience required. Salary £80 per annum and uniform allowance.—Apply the MATRON, Hawley Tuberculosis Hospital, Barnstaple, N. Devon. (1014)

SISTER, General and Fever trained, S.R., required. Able to deputise for Matron. Experience in Hospital administration a recommendation. Salary £85 per annum. Superannuation Scheme in operation. — Apply, stating age, qualifications and giving references to MATRON, Isolation Hospital, Trowbridge, Wilts. (932)

SOUTHPORT.—Fully trained **S.R. Nurses** required now and later for Private work and relief Hospital duties. Temporary and permanent.—For particulars apply MISS N. MERCHANT, 43, Crescent Road, Birkdale, Southport. (885)

S.R. **Nurses** required immediately. Alternate day and night duty.—MATRON, Avondola Nursing Home, Shakespeare Road, Worthing. (913)

STAFF **Nurse** required, tuberculosis experience essential. Salary £60 p.a. Must be strong.—Apply, with references, to MATRON, Harnwood Hospital, Salisbury. (1041)

STAFF **Nurse** wanted with good theatre experience by Thomas Walker Hospital, Fraserburgh, to start duty at the end of May. Salary £70 to £80 according to qualifications.—Apply, stating age, experience and qualifications, to MATRON. (883)

STATE Registered **Nurse** required for holiday duty. Good experience for recently trained nurse.—Apply to MATRON, Rodney District Hospital, Bushey Heath. (867)

WANTED, **Assistant Nurse.** Salary £62 10s. per annum. — Apply SISTER-IN-CHARGE, Skin Hospital, Southport. (941)

WANTED, **Nurse** with C.M.B., also assistant nurse for small Nursing Home. Salary £78 and £52 p.a.—Apply MATRON, Sundial Nursing Home, 380, Aylestone Rd., Leicester. (931)

WANTED, **Staff Nurse,** R.F.N. Salary £60—£70. Uniform provided. For particulars apply to MATRON, County Isolation Hospital, Hawick. (701)

## HOLIDAY AND RESIDENTIAL

*Rate: 21 words 2s. 6d., and 9d. for each additional 7 or part of 7 words.*

BEXHILL; facing sea and park; considered safe area. Visitors, holiday or others; pleasant house, good food. Retired Nurse.—55, EGERTON ROAD. (1048)

BLACKPOOL, North. 'Phone 51562 Roughlea Private Hotel, Empress Drive (adjoining Promenade). Modern, open all year. Tariff.—MISS MYERSCOUGH, Founder Member, College of Nursing. (369)

COMBE MARTIN, DEVON.—Board Residence; quiet sunny position; beautiful views. Home produce; garden; garage. Recommended by nursing profession.—N. F. CHALLACOMBE, "Dovedale." (921)

A FARMHOUSE **Holiday** makes a complete change and is very economical. Send 6½d. for list of 400 suitable addresses.—F.H.B.6, 11, Southampton Row, London, W.C.1. (716)

REST **Homes for Practising Nurses and Probationers.**—£1 weekly.—Haslemere and Norwood.—Apply SECRETARY, Edith Cavell Homes, 21, Cavendish Square, London, W.1.

## APARTMENTS TO LET

*Rate: as for Holiday and Residential.*

SIDMOUTH. **Furnished Sitting Room and Bedroom,** modern house, without attendance; use of conveniences. Moderate rent. Stamp.—MISS RUSSELL, 10, Highfield. (967)

## FOR SALE

*Rate: As for "Nurses Wanted"*

FOR Disposal. Private, well established **Nursing Home** in a well known residential town on the South coast. Medical and surgical cases taken, but no maternity. Average takings for the last two years, £3,463 per annum. Audited accounts available. The vendors, who have had the Home for thirteen years, wish to retire, and would be prepared to let the freehold on lease. Highest references would be given, and required from intending purchasers.—Further details on application to Box No. 912, THE NURSING TIMES, St. Martin's St., London, W.C.2. (912)

## MIDWIFERY

*Rate: 7/6 per inch.*

BRITISH **Hospital for Mothers and Babies, Woolwich, S.E. 18.**—Pupils trained in Midwifery and Maternity Nursing. Hospital approved by the Central Midwives Board for Certificate A under new regulations.—Apply MATRON. (4)

### ELSIE INGLIS MEMORIAL MATERNITY HOSPITAL, EDINBURGH

MIDWIFERY **Training School** approved by the Central Midwives' Board for Parts 1 and 2 under the new regulations. Trained nurses only. Grants available under the Department of Health Scheme for Scotland. Free training available. Vacancies—April, July and October, 1939.

For particulars apply MATRON. (365)

### PLAISTOW MATERNITY HOSPITAL, Approved for Part 1 Midwifery Training, associated with PLAISTOW DISTRICT NURSES HOMES, Approved for Part 2 Midwifery Training

**Approved for Post Certificate Courses**

DURING 1937—In Patients 1,514 cases. District Midwifery, 2,340 cases. Ante-Natal 4,660 cases. Post Natal, 2,395 cases. Infant welfare 10,650 cases.

Reduced fees under Ministry of Health Scheme. Free training and salary to a limited number of trained nurses. The Plaistow Badge granted to all pupils who attain necessary efficiency.

Apply MATRON, Nurses' Home, Howards Road, Plaistow, E.13. (80)

### BIRMINGHAM MATERNITY HOSPITAL

THIS Hospital has now 70 beds and deals with 1,700 in-patients per annum and there is an extensive practice on the Districts, where nearly 2,000 cases per annum are dealt with.

The Board of Education grant is available for all students who intend to practice Midwifery.

There are a few free vacancies now being offered to trained nurses.

For particulars apply to MATRON. (12)

### CITY OF LONDON MATERNITY HOSPITAL, CITY ROAD, E.C.1

MIDWIFERY TRAINING SCHOOL

THE Hospital has been approved for the first period of training (Part 1) under the new rules of the Central Midwives Board. The second period (Part 2) will be taken on the District of the Maternity Nursing Association, Myddelton Square, E.C.1.

For further particulars apply to the MATRON, City of London Maternity Hospital.

RALPH B. CANNINGS,
Secretary. (26)

### THE MOTHERS' HOSPITAL OF THE SALVATION ARMY.

MIDWIFERY TRAINING SCHOOL
LOWER CLAPTON ROAD, CLAPTON, E.5

PUPILS trained in Midwifery. Special preparation for the examination of the Central Midwives Board.

Reduced fees under Ministry of Health Scheme.

| | |
|---|---|
| 1937. In-patients ... ... ... | 1,789 |
| Out-patients ... ... ... | 5,071 |
| Ante-natal Post-natal and child Welfare Attendances ... | 35,276 |

Courses arranged in Analgesia. A prospectus can be obtained upon application to the MATRON. SPECIAL Terms for Trained Nurses. (53)

### GENERAL LYING-IN-HOSPITAL, POST CERTIFICATE SCHOOL, (Pioneer of Post-Certificate Training) 77, Southampton Way, Camberwell, S.E.5

THE Post-Certificate School provides "refresher" courses for midwives.

Two months' course, partly on District and partly at G.L.I. Hospital and other Institutions. Etty Helme Fund provides some free courses for midwives practising in rural areas.

Apply SUPERINTENDENT. (15)

## ROYAL INFIRMARY OF EDINBURGH

SIMPSON MEMORIAL MATERNITY PAVILION

(Opened on 1st March, 1939)
(Formerly Royal Maternity and Simpson Memorial Hospital, Edinburgh)

**Midwifery Training School**

STATE-REGISTERED Nurses accepted for training for Parts 1 and 2 under the new **Central Midwives Board Regulations.**

Vacancies for April, May and June, 1939. Booking fee, £1 1s. Part 1, Fee £5 5s. Laundry free of charge. Parts 1 and 2, Fee £5 5s. Part uniform supplied and laundry free of charge.

Small salary paid while taking Part 2.

Ministry of Health grant for Scotland available. Hospital certificate given.

For further particulars apply MATRON-IN-CHARGE, Simpson Memorial Maternity Pavilion, Royal Infirmary, Edinburgh. (35)

## DUNDEE ROYAL INFIRMARY

MATERNITY DEPARTMENT

RECOGNISED by the Central Midwives Board as a Training School for Parts 1 and 2 under the new regulations.

**State Registered Nurses.**

Part 1.—Fee £5 5s., with board, lodging and laundry.

Parts 1 and 2. Fee £5 5s. with same emoluments and salary at the rate of £26 per annum after First Certificate has been obtained.

Ministry of Health grant for Scotland available.

Hospital certificate given.

Further particulars may be had from the MATRON, Royal Infirmary, Dundee. (226)

MIDWIFERY TRAINING
**(For Trained Nurses.)**

ROYAL NORTHERN HOSPITAL, LONDON, N.7.

APPROVED as a Midwifery Training School (in affiliation with Guy's Hospital) by the Central Midwives Board for the FIRST PERIOD of training.

For prospectus, details of grant available under the Ministry of Health Scheme and vacancies apply to THE MATRON, Royal Northern Hospital, Holloway, N.7. (31)

## MATERNITY NURSING ASSOCIATION

**(Affiliated with the Royal Northern Hospital), 63-65, Myddelton Square, E.C.1**

MIDWIFERY TRAINING SCHOOL for Second Examination of the Central Midwives Board. 1,127 district patients. Reduced fees under ministry of Health Scheme. Bursaries offered in certain cases.

For vacancies apply to the MATRON. (11)

## SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

**Kingston County Hospital, Wolverton Avenue, Kingston-upon-Thames**

MIDWIFERY PUPILS

THERE are vacancies for State Registered **Nurses** in the Midwifery School of this Hospital which is recognised by the Central Midwives Board for the first six months' training.

The fee for the course is £10 10s.

Forms of application and further particulars may be obtained from the MATRON of the Hospital.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
28th April, 1939. (1071)

## THORPE COOMBE MATERNITY HOSPITAL

MIDWIFERY TRAINING, PARTS I OR II

APPLICATIONS are invited from Trained Nurses only for training as **Pupil Midwives.** (Immediate vacancies.)

Salary at rate of £24 per annum.

Apply in writing to the MATRON, at 714, Forest Road, London, E.17. (737)

## QUEEN CHARLOTTE'S MATERNITY HOSPITAL, MARYLEBONE ROAD, N.W.1

MIDWIFERY TRAINING SCHOOL

APPROVED FOR PART I TRAINING AND AFFILIATED WITH QUEEN CHARLOTTE'S DISTRICT ASSOCIATION FOR PART II TRAINING

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